

**COLLECTIVE AGREEMENT**

**BETWEEN**

**CUPE** / *Canadian Union  
of Public Employees*  
**LOCAL 500**

**AND**

**RIVERVIEW HEALTH CENTRE**

**TERM OF AGREEMENT:**

**April 1, 2012 to March 31, 2017**

**CANADIAN UNION OF PUBLIC EMPLOYEES  
FACILITY AND SITE SUMMARY**

<u>SITE NAME</u>	<u>LOCAL #</u>
<u>EMPLOYERS OUTSIDE ANY AUTHORITY</u>	
CancerCare Manitoba	1550
<b>Diagnostic Services of Manitoba, Inc.</b>	<b>4214</b>
 <u>EMPLOYERS UNDER A SERVICE AGREEMENT</u>	
Betel Home Foundation (non-devolved facility within <b>Interlake-Eastern Regional Health Authority</b> )	1912
Dinsdale Personal Care Home (non-devolved facility within <b>Prairie Mountain Health</b> )	3050
Menno Home for the Aged (non-devolved facility within <b>Southern Health – Santé Sud</b> )	2619
Rock Lake Health District (non-devolved facility within <b>Southern Health – Santé Sud</b> includes Rock Lake Hospital, Prairie View Lodge, and Medical Clinic)	<b>4270</b>
St. Paul’s Home (non-devolved facility within <b>Prairie Mountain Health</b> )	3028
Tabor Home Inc. (non-devolved facility within <b>Southern Health – Santé Sud</b> )	4270
 <u>EMPLOYERS WITHIN THE WINNIPEG REGIONAL HEALTH AUTHORITY (WRHA)</u>	
Bethania Mennonite Personal Care Home	1629
Concordia Hospital	1973
Golden West Centennial Lodge	3242
Luther Home	1859
Pembina Place Mennonite Personal Care Home	2874
Rehabilitation Centre for Children	2836-01
Riverview Health Centre	500
Seven Oaks General Hospital ( <b>includes Wellness Institute</b> )	2509
St. Joseph’s Residence Inc.	4572
The Middlechurch Home of Winnipeg Inc.	3644
Winnipeg Regional Health Authority (WRHA)	500
WRHA – Grace Hospital Site	1599
WRHA – Health Sciences Centre Site	1550
WRHA – Nutrition and Food Services – Regional Distribution Facility	4641
 <u><b>NORTHERN REGIONAL HEALTH AUTHORITY</b></u>	 <b>8600</b>

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**SOUTHERN HEALTH – SANTÉ SUD**

4270

Altona Community Memorial Health Centre (includes Hospital & PCH)

**Bethesda Regional Health Centre (includes Hospital & PCH)**

Boundary Trails Health Centre

Carman Memorial Hospital and Boyne Lodge

**DeSalaberry District Health Centre (includes Hospital & PCH)**

Douglas Campbell Lodge

**East Borderland Clinic – Sprague**

Lions Prairie Manor

Lorne Memorial Hospital

MacGregor & District Health Centre (includes Hospital and PCH)

Notre Dame Hospital, Foyer Notre Dame and Medical Clinic

Pembina Manitou Health Centre

Portage District General Hospital

Red River Valley Health District (includes Morris General Hospital, Red River Valley Lodge,  
Emerson Hospital/PCH & Medical Clinic)

Seven Regions Health Centre (includes Hospital and Third Crossing Manor)

**Ste. Anne Hospital**

St. Claude Hospital, PCH & Medical Clinic

**Vita & District Health Centre (includes Hospital & PCH)**

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**COLLECTIVE AGREEMENT BETWEEN  
RIVERVIEW HEALTH CENTRE  
AND  
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**PREAMBLE**

WHEREAS it is the desire of both parties to this agreement to maintain harmonious relations between the Employer and its employees, to recognize the mutual value of joint discussion and negotiation in matters pertaining to working conditions, hours of work and scales of wages paid, to encourage efficiency of operations and to promote the morale, well-being, security and efficiency of all the employees covered by the terms of this agreement, realizing that the first consideration is the welfare of the patients/residents/trainees of the facility,

AND WHEREAS it is the desire of both parties that these matters be drawn up in an agreement,

NOW THEREFORE, this Agreement witnesseth that the parties hereto in consideration of mutual covenants hereinafter contained, agree each with the other as follows:

**ARTICLE 1: SCOPE OF RECOGNITION**

101 The Employer recognizes the Union as the sole and exclusive bargaining agent for employees in classifications included in the bargaining unit as certified by the Manitoba Labour Board under certificate MLB #3935, or as may be granted voluntary recognition by the Employer and identified in Schedule "A".

102 Work of Bargaining Unit

Persons whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined as being within the bargaining unit, except where it has been mutually agreed upon by both parties or in the case of training or emergency.

103 The term "Employer" and/or "Facility" shall mean the Riverview Health Centre.

104 The term "Union" shall mean the Canadian Union of Public Employees, Local 500.

**ARTICLE 2: DURATION**

201 (a) This agreement shall be in full force and effect from the **first day of April 2012 until March 31, 2017**, and supersedes the Collective Agreement between the parties which was in effect **July 1, 2008**.

- (b) Should the parties fail to conclude a new contract prior to the expiry date of this agreement, all provisions herein contained shall remain in full force until a new agreement has been reached or until the date on which the Union takes strike action or the Employer institutes a lockout whichever occurs first.
  - (c) The Union agrees to give the Employer at least one (1) week's (7 days) written notice as to the intended time and date of strike action.
  - (d) The Employer agrees to give the Union at least one (1) week's (7 days) written notice as to the intended time and date of lockout.
- 202 Should either party desire to propose changes to this Agreement, they shall give notice in writing, including proposed amendments, to the other party not more than ninety (90) calendar days and not less than thirty (30) calendar days prior to the date of termination. Within thirty (30) calendar days of the receipt of these proposals, the other party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new Agreement.
- 203 This Agreement may be amended during its term by mutual agreement.
- 204 It is agreed that neither the Union nor the Employer shall sanction or consent to any strike or lockout during the term of this Agreement and further no employee in the unit shall strike during the term of this Agreement.
- 205 All retroactive wage and benefit adjustments shall be made payable within one hundred and twenty (120) calendar days of ratification of this agreement.
- Former employees shall receive any applicable retroactive pay provided they request the retroactive pay from the Employer in writing with their current mailing address no later than ninety (90) days after the ratification date.**
- 206 Changes in wages and benefits shall be adjusted retroactively, unless otherwise specified.

**ARTICLE 3: MANAGEMENT RIGHTS**

- 301 The Union recognizes the sole right of the Employer, unless otherwise provided in this Agreement, to exercise its function of management, under which it shall have, without limiting the generality of the foregoing:
- The right to maintain efficiency and quality patient care;
  - The right to direct the work of its employees;
  - The right to hire, classify, assign to positions and promote;
  - The right to determine job content and number of employees at any site;
  - The right to demote, discipline, suspend, layoff, and discharge for just cause;
  - The right to make, alter and enforce rules and regulations in a manner that is fair and consistent with the terms of this agreement.

In administering the Collective Agreement, the Employer agrees to act fairly, in good faith and in a manner consistent with the terms of the Collective Agreement.

302 Subcontracting

It shall not be considered as subcontracting should the Employer:

- (a) merge or amalgamate with another health care facility or health care related facility, or
- (b) transfer or combine any of its operations or functions with another health care facility or health care related facility, or
- (c) take over any of the operations or functions of another health care facility covered by the Memorandum of April 1, 1993.

303 Job Security

Where Centre forces and forces of the private sector perform identical functions on behalf of the Centre and where Centre forces have demonstrated through new or improved procedures and techniques that they can provide such service at a cost equal to or less than the private sector, the Centre would reduce the involvement of the private sector in such functions, or take such other steps as desirable in order to provide employment for surplus staff resulting from such improvement in procedures and techniques, subject to any contractual agreements governing such service being provided by the private sector.

304 No employee shall be required to make a written or verbal agreement with the Employer which may conflict with the terms of this agreement, in accordance with Section 72 (1) of the *Labour Relations Act* of Manitoba.

305 Hospital Disaster and Fire Plans

- (a) In any emergency or disaster declared by the CEO/COO or designate, employees are required to perform duties as assigned notwithstanding any contrary provision in this agreement.

Compensation for unusual working conditions related to such emergency will be determined by later discussion, between the Employer and the Union, and/or by means of the grievance procedure if necessary, except that the provisions of Article 19 shall apply to overtime hours worked.

- (b) Where overtime is worked by reason of a disaster plan exercise or fire drill, overtime will be paid in accordance with Article 19.



The importance of disaster plan exercise and fire drills is mutually acknowledged by the Employer and the Union and, to this end, participation of all employees is encouraged.

#### **ARTICLE 4: UNION DUES – SECURITY**

- 401 The Employer agrees to deduct the amount of monthly dues as determined by the Union from the salaries of each and every employee covered by this Agreement. The Employer also agrees to deduct from each and every employee covered by this Agreement the amount of any general assessment levied by the Union, with the provision that such an assessment shall normally be limited to one (1) per calendar year.
- 402 The deductions shall be made on a biweekly basis or in the case of a percentage dues structure, every pay-day, and shall be forwarded to the Secretary-Treasurer of the Union within three (3) weeks, accompanied by one (1) list of names of those employees from whose salaries deductions have been made, **the total regular wages for the pay period (if feasible and the report is available at no additional cost to the Employer)**, and the amount of such deductions.
- 403 The Union shall notify the Employer in writing of any changes in the amount of dues at least one (1) month in advance of the end of the pay period in which the deductions are to be made.
- 404 In consideration of the foregoing clauses, the Union shall hold the Employer harmless with respect to all dues so deducted and remitted and with respect to any liability which the Employer may incur as a result of such deductions.
- 405 The Employer shall include the amount of Union dues paid by each employee during the relevant year on the Income Tax T4 slips.

#### **ARTICLE 5: UNION REPRESENTATION**

- 501 The Union agrees to exchange with the Employer a current list of officers and authorized representatives.
- 502 (a) The Employer agrees that the bargaining unit shall have the right to assistance from representatives of the Canadian Union of Public Employees when negotiating or dealing with matters concerning the Agreement.
- (b) Representatives of the Union who are not employees of the Employer shall, upon request to the Employer, be given access to the Employer's premises at a time mutually agreed upon for the purpose of investigation and to assist in the settlement of a grievance.

- 503 When meeting with the Employer to conduct central negotiations, the maximum number of employees who will be entitled to leave of absence without loss of regular pay or benefits to attend as representatives of the Union shall be fourteen (14) employees. The Chair of the Provincial Health Care Council shall participate as an additional representative at the Union's expense. The Union shall provide the Employer with four (4) weeks or more written notice of those chosen to participate in central negotiations.
- 504 Union representatives will be granted necessary time off with basic pay to conduct local negotiations, subject to a maximum cost to the Employer of maintaining salaries for three (3) employees so engaged.
- 505 The President of the Local Union or designate shall be granted up to fifteen (15) minutes at the end of the orientation program in order to acquaint new employees falling within the scope of this agreement with the fact that a Union agreement is in effect and to indicate the general conditions and obligations as they relate to the employees. A member of management may be present during this period.
- 506 All correspondence arising out of this Agreement shall pass to and from the Executive Director or designate and the Secretary of the Local Union or designate. **Where a local union has an office, and the Union has provided the mailing address to the Employer, all correspondence shall be forwarded to the local office.**

#### **ARTICLE 6: RESPECTFUL WORKPLACE**

- 601 The Employer and the Union jointly affirm that every employee is entitled to a respectful workplace, which is free from discrimination and harassment.
- 602 **Unless allowed under the *Manitoba Human Rights Code***, the Parties agree that there shall be no discrimination based on:
- ancestry, including colour and perceived race
  - ethnic background or origin
  - age
  - nationality or national origin
  - political belief, association or activity
  - religion or creed
  - sex, including pregnancy
  - marital status or family status
  - sexual orientation
  - **gender identity**
  - physical or mental disability
  - place of residence
  - membership or non-membership or activity in the Union.

603 The Employer and the Union agree that no form of harassment shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and dealing with such problems, should they arise. Situations involving harassment shall be treated in a confidential manner by both the Employer and the Union and the employee(s).

604 The definition of harassment shall consist of the definition contained in the *Human Rights Code* and *The Workplace Safety and Health Act* and shall further include the definition of harassment set out in the Respectful Workplace Policy.

Employees are encouraged to review the Respectful Workplace Policy available through the Employer's Policy Manual. Should the Employer amend the Respectful Workplace Policy, the Employer agrees to provide the Union with a copy prior to implementation of the Policy.

## **ARTICLE 7: DEFINITIONS**

701 An employee is a person employed by the Employer and covered by this Agreement.

702 Regular employment status shall be defined as:

- (a) A "full-time" employee is one who regularly works the hours specified in Article 18.
- (b) A "part-time" employee is one who regularly works less than full-time hours, but not less than one (1) full shift in a biweekly period.

703 (a) Term Positions

A "term position" shall be for a specific time period or until completion of a particular project within a specific department.

- The Employer will determine whether positions of less than three months will be posted.
- Term positions of duration of three (3) months or more shall be posted.
- Term positions shall be of a maximum duration of one (1) year unless this period is extended with the agreement of the Union.

When the Employer determines that a term position, as described above exists, the position shall be posted in accordance with Article 14 and filled in accordance with Article 12.

- All employees may apply for the term position.
- Additional postings shall not be required for the position of the employee who may be awarded the term position.
- Any additional hours occurring as a result of the filling of a term position, shall be offered to part-time employees in accordance with Article 3110.

- An employee in a term position may be required to complete the term before being considered for other term positions within the bargaining unit.
- A permanent employee awarded a term position shall be subject to the trial period as specified in Article 1403 (a).

Where the Employer deems a term position to be of an indefinite length due to illness or injury, or for such other reason as indicated by the Employer and discussed with the Union, the term position shall be posted as “indefinite term”.

- Employees returning from this leave will provide the Employer with as much notice as possible of the date of return.
- The employee occupying said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer.

Where the Employer determines that staff are to be replaced without posting during periods of less than three (3) months, Articles 3110 and 2104 shall apply, wherever possible.

Upon completion of the term position, the employee shall return to her former position.

- In the event that the employee’s former position is no longer current, an employee shall be entitled to exercise her seniority to displace an employee in any classification with the same or lower salary range within the site, provided she possess the qualifications and ability sufficient to perform the required work, or to accept layoff.
- An employee thus displaced shall have the same rights.

In case an employee on Maternity/Parental Leave wishes to exercise her right to return from such leave earlier than anticipated, having given appropriate notice as per 1710, the Employer shall state on the job posting that the said term position is a “MAT LOA term” which may expire sooner than the date indicated, subject to written notice of a minimum two (2) weeks, or one (1) pay period, whichever is longer. Any term positions directly resulting from the filling of a MAT LOA will be posted in the same manner.

- (b) A “temporary employee” is one who is newly hired for a specific time period or until completion of a particular project of a minimum duration of three (3) months and a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.

No employee shall be laid off or re-employed for the purpose of extending the period of temporary employment. Should a temporary employee become permanent without a break in service, her service will be connected for seniority purposes.

A temporary employee shall have seniority rights equivalent to permanent employees in matters of hiring, transfer and promotion, provided the employee has the physical ability and necessary qualifications and training to meet the requirements of the job and a good employment record at the Facility in accordance with Article 1202. Such seniority rights cannot be exercised over those permanent employees on staff at the date of the temporary employee's hiring.

Temporary employees shall not be eligible to apply for transfer during their probationary period, except where the posted position represents a permanent position. A temporary employee on probation who transfers will be required to complete a full probationary period in the permanent position. This period may be extended if the Employer so requests and the Union agrees.

If a temporary employee is promoted or transferred to a permanent position, she will serve the usual probationary period in the permanent position.

A temporary employee shall have no seniority rights in matter of demotion, layoff and recall.

- 704 A "probationary" employee is a newly-hired full-time or part-time employee who has not completed three or four months service respectively, from the date of hiring. This period may be extended if the Employer so requests and the Union agrees.
- 705 Where the context so requires, masculine and feminine genders and singular and plural numbers shall be considered interchangeable.
- 706 Shift workers are those employees who are engaged in any operation, which requires them, on a regular basis, to work hours or days other than regular daily hours or regular days. For this purpose regular days means Monday to Friday.

#### **ARTICLE 8: BULLETIN BOARDS**

- 801 Bulletin Board space for the use of the Union will be provided by the Employer. All material posted must be submitted to the President/Chief Executive Officer/**Chief Operating Officer** or designate before posting.

#### **ARTICLE 9: EMPLOYEE BENEFITS**

The parties acknowledge the incorporation of Riverview Health Centre as a separate legal entity, with ties to City of Winnipeg for Benefits purposes. Therefore benefits shall be as follows:

- 901 Employees presently enrolled in any Long Term Disability Income Continuance plans and any group life insurance plans shall continue to receive such coverage as provided.

Before any changes are made by the City of Winnipeg in any benefit plan, as it now exists, the Union will be notified and given the opportunity to make known its view on the proposed change.

902 (a) Dental Plan

The Centre shall pay one hundred percent (100%) of the premium cost of a Dental Plan, the terms of which will be supplied by the Centre to CUPE, Local 500. Pursuant to the terms of the Dental Plan, coverage will be provided to eligible employees and eligible dependents.

Effective two (2) weeks after Union ratification:  
The 2003 dental Fee Guide will apply.

Effective August 1, 2009:  
The 2004 Dental Fee guide will apply.

The dental fee guide will move ahead by one (1) year on August 1<sup>st</sup> of every year thereafter thus maintaining five (5) years behind the prevailing fee guide.

(b) Vision Care

The Centre agrees to provide a standard Blue Cross Vision Care Plan for eligible employees and their eligible dependent(s), with 100% of the cost of the Plan to be paid by the Centre.

Eligibility for benefits and the definition of dependent(s) shall be consistent with those utilized by the Riverview Health Centre Plan.

Maximum benefits payable under this Plan shall be:

- for full-time employees/dependent(s) – \$175.00 per eligible person in a 24-month period;
- for part-time employees/dependent(s) – \$87.50 per eligible person in a 24-month period.

903 (A) Group Life Insurance Plan

The following summary explains the main features of the Group Life Insurance Plan. It should be used as a guide only. The Group Insurance Plan Bylaw 5644/91 must be consulted for the purpose of interpreting or applying the provisions of the program.

(a) Commencement of Insurance

On the first day of the pay period after he becomes a member of the Plan.

(b) Amount of Insurance

The amount of insurance on the life of each employee participating in the Plan is equal to one, three or four times his yearly earnings rate.

For this purpose each employee's yearly earnings rate shall be determined by using the following procedure:

- (1) if a Member is employed in a permanent position, the Member's average Earnings for the thirteen (13) Pay Periods immediately prior to the date as at which the calculation is being made. If the Member did not receive Earnings in each of these thirteen (13) Pay Periods, the Member's Earnings for the period covered by these Pay Periods shall be divided by the number of Pay Periods for which the Member received Earnings; or
- (2) if the Member is employed in a temporary position, the Member's Earnings for the twenty-six (26) Pay Periods immediately prior to the date as at which the calculation is being made, divided by twenty-six (26);

Each employee will be insured for an amount of insurance equal to two times his yearly earnings rate unless he indicated that he wants the amount of insurance to be equal to one or three times the yearly earnings rate.

(c) Termination of Insurance

Each employee's insurance terminates on the last day of the pay period in which he terminates service, unless he is receiving a pension from the Civic Employees' Pension Plan. If he is receiving a pension he can continue to be insured. The Plan provides for a Group Term Conversion Privilege. Please contact the Board for information.

(d) Amount of Insurance after Pension Commences

- (1) Prior to age 65:

If he is not receiving a disability pension but has retired, fifty percent (50%) of the amount of the insurance in effect on his life immediately prior to retirement (but only with respect to one or two times yearly earnings).

- (2) After age 65 and prior to age 70:

Twenty-five percent (25%) of the amount of insurance in effect on his life immediately prior to retirement (but only with respect to one or two times yearly earnings).

- (3) After age 70:

Fifteen percent (15%) of the amount of insurance in effect on his life immediately prior to retirement (but only with respect to one or two times yearly earnings).

(e) Death Benefit

Your group life insurance will be paid in a lump sum to your designated beneficiary or estate in the event of your death.

(f) Disability

While receiving a disability pension from this Plan, disability income from a group insurance policy issued to the City, or in receipt of periodic payments from Workers Compensation, provided a member has not yet attained age 65 and has paid all contributions which have become due, the amount of insurance will be determined in accordance with Section (b) above.

(g) Who Pays for the Cost of My Insurance?

You and the Centre share the cost.

While you are employed in a permanent position, you will contribute:

- (1) .125% of your biweekly earnings, if you elect to be insured for one (1) times your yearly earnings rate.
- (2) .25% of your biweekly earnings, if you elect to be insured for two (2) times your yearly earnings rate, and
- (3) the entire cost of the additional insurance equal to one (1) times your yearly earnings rate, if you choose to be insured for three (3) times your yearly earnings.



The cost of the additional insurance is:

Age of Employee	New Rates			
	Additional 1 Times Annual Earnings for a Total of 3 Times Annual Earning		Additional 2 Times Annual Earnings for a Total of 4 Times Annual Earning	
	<i>Smoker</i>	<i>Non-Smoker</i>	<i>Smoker</i>	<i>Non-Smoker</i>
Under 30	.04%	.02%	.08%	.04%
30 – 34	.06%	.03%	.12%	.06%
35 – 39	.08%	.05%	.16%	.10%
40 – 44	.12%	.06%	.24%	.12%
45 – 49	.20%	.10%	.40%	.20%
50 – 54	.32%	.17%	.64%	.34%
55 – 59	.65%	.33%	1.30%	.66%
60 – 64	1.17%	.59%	2.34%	1.18%
65 – 70	1.69%	.86%	3.38%	1.72%

(B) Pension Plan

1. The Parties agree to participate in the Winnipeg Civic Employee Benefits Program (the “Program”) and to be bound by its terms and conditions, including any applicable trust agreements, plan texts or other governance documents, written policies and guidelines. The Program shall consist of the Winnipeg Civic Employees’ Pension Plan, the Winnipeg Civic Disability Plan and the Winnipeg Civic Employees Early Retirement Arrangement;
2. Any disputes with respect to member benefits under the Program shall not be subject of the grievance and arbitration procedure under this Agreement, but shall be subject to adjudication under the terms of the Program documents and such procedures that the Program Trustees may adopt from time to time, or such procedures as may otherwise be available at law.

904 Extended Health Care Plan/Health Spending Account (HSA)

The following Health Spending Account benefit improvements will be applied through the Blue Cross Extended Health Benefit Plan as specified:

1. Extended Health Care Plan:
  - Employees currently in the “Extended Health” Plan must remain in the “Extended Health” Plan.
  - New employees hired on or after April 1, 2009, will have the option to participate in either the “Hospital and Ambulance” Plan or the “Extended

Health” Plan subject to plan text enrolment requirements unless they are eligible to waive participation in accordance with the plan text.

- Any other enrolment changes will be as per the Riverview Health Centre Extended Health Plan text.

2. Health Spending Account (HSA):

- Effective April 1, 2010, a Health Spending Account (HSA) shall be made available for eligible employees. The HSA shall only apply and be made available to top up the existing benefits provided in the Riverview Health Centre Extended Health Plan, the Riverview Health Centre Dental Plan and the Riverview Health Centre Vision Plan.

- The annual HSA benefit amounts shall be:

April 1, 2010:     \$250 for full-time employees\*  
                              \$125 for part-time employees

April 1, 2011:     \$500 for full-time employees\*  
                              \$250 for part-time employees

\*For the purpose of the HSA, an employee is deemed to qualify for the full-time benefit if she/he has been paid for a minimum of 1,500 hours in the previous calendar year. Hours paid at overtime rates do not count in the annual determination of whether an employee qualifies for the full-time benefit.

- A “year” or “the annual HSA benefit” is defined as the calendar year – January 1<sup>st</sup> to December 31<sup>st</sup>.
- In order to be eligible for the HSA an employee must be enrolled in the Extended Health Care Plan.
- New employees hired on or after April 1, 2010, who become enrolled in the Extended Health Care Plan will commence HSA coverage following one (1) year participation in the Extended Health Care Plan.
- Unutilized HSA monies are not carried over to the subsequent year.

906 Premiums when on Unpaid Leave of Absence (LOA)

**Employees will pay the Employer’s and the employee’s share of Group Health, Dental, Group Life and Disability & Rehabilitation (D&R) when on any unpaid LOA.**

**Subject to the terms of the plan, where an employee is on any return to work program where all or a portion of the employee's wages are being paid by the Employer, the Employer will pay the Employer's share of the premiums on the condition the employee is paying their share.**

## **ARTICLE 10: GRIEVANCE PROCEDURE**

1001 A grievance shall be defined as any dispute arising out of interpretation, application, or alleged violation of the agreement.

1002 An earnest effort shall be made to settle grievances fairly and equitably in the following manner, however, nothing in this agreement shall preclude the Employer and the Union from mutually agreeing to settle a dispute by any means other than those described in the following grievance procedures without prejudice to their respective positions.

1003 Local Union representatives, upon request to their immediate supervisor and subject to operational requirements, shall be granted necessary time off with pay to meet with the Employer for the purpose of processing grievances subject to a maximum cost to the Employer of maintaining salaries of three (3) employees so engaged. Such permission shall not be unreasonably withheld.

### 1004 Step 1/Discussion Stage

Within twenty-one (21) calendar days after the cause of a grievance occurs, the grievor shall attempt to resolve the dispute with her immediate supervisor who will render her decision within five (5) working days of such meeting. In the event of a grievance originating while the employee is on approved leave of absence from work such grievance must be lodged within fourteen (14) calendar days of return.

### 1005 Step 2

If the grievance is submitted but not resolved within the foregoing time period, the grievor and shop steward may, within the ensuing fourteen (14) calendar days, submit the grievance in writing to the next appropriate level of management as determined by the Employer who is outside the bargaining unit, stating all allegations and remedies sought. The Employer shall have fourteen (14) calendar days to respond to the grievance.

### 1006 Step 3

Failing settlement of the grievance at Step 2, the Union may within fourteen (14) calendar days, submit the grievance in writing to the President/Chief Executive Officer or designate who shall, within fourteen (14) calendar days after receipt of the grievance, render a decision.

- 1007 An employee claiming to have been discharged or suspended without just cause may submit the grievance directly to the President/Chief Executive Officer or designate.
- 1008 If a dispute involving a question or general application, or interpretation occurs, and affects a group of employees, the Union of the employees may submit a grievance directly to the President/Chief Executive Officer or designate.
- 1009 An employee may choose to be accompanied by a local Union representative at any stage of the grievance procedure.
- 1010 The time limits in both the grievance and arbitration procedures may be extended by mutual agreement and shall be confirmed in writing.
- 1011 All conferences between the Union personnel and the Centre Administrative staff, referred to in the above outlined grievance procedure will be held by appointment during regular working hours without loss of time to employees.

#### **ARTICLE 11: ARBITRATION PROCEDURE**

- 1101 Within forty-five (45) working days after receiving the President/Chief Executive Officer's reply and failing a satisfactory settlement, either party may refer the dispute to arbitration by giving notice to the other party in writing.
- 1102 Unless both parties agree to the selection of a sole arbitrator within **seven (7)** calendar days following the matter being referred to arbitration, each party shall in the next **seven (7)** calendar days give notice to the other party in writing naming its nominee to the Arbitration Board.
- 1103 The two (2) named members of the Board shall, within ten (10) calendar days name a third member of the Board who shall be Chairperson.
- 1104 In the event of a failure to agree upon a third person, the Minister of Labour for the Province of Manitoba shall be requested to appoint a third member.
- 1105 The Arbitration Board or the sole arbitrator shall not be empowered to make any decision inconsistent with the provisions of this agreement, or to modify or amend any portion of this agreement.
- 1106 The Board shall determine its own procedures, but shall provide full opportunity to all parties to present evidence and make representations. The Board shall hear and determine the difference(s) or allegation(s) and render a decision within ten (10) calendar days from the time it holds its final meeting.
- 1107 The decision of the majority or the sole arbitrator shall be the decision of the Board. Where there is no majority decision, the decision of the Chairperson shall be the decision

of the Board. The decision of the Board of Arbitration or the sole arbitrator shall be final and binding and enforceable on all parties, and may not be changed.

1108 Clarification on Decision

Within five (5) calendar days following receipt of the award, should the parties disagree as to the meaning of the decision of the Board or the sole arbitrator either party may apply to the Chairperson of the Board of Arbitration or sole arbitrator, to reconvene. Within five (5) calendar days the Board of Arbitration or the sole arbitrator shall reconvene to clarify the decision.

1109 Expenses of the Board

Each party shall pay:

- (a) the fees and expenses of the arbitrator it appoints;
- (b) one-half (½) the fees and expenses of the Chairperson or sole arbitrator.

1110 Nothing in this Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever.

1111 Employees who are subpoenaed (subpoena ad testificandum or subpoena duces tecum) to appear at an arbitration hearing related to this Collective Agreement shall be given necessary time off work. The party which called her/him (either the Employer or CUPE as the case may be) shall be responsible for compensating her/him for any salary which would otherwise be lost.

**ARTICLE 12: SENIORITY**

1201 Seniority shall be defined as the total accumulated regular paid hours calculated from the date the employee last entered the service of the Employer, subject to the following conditions.

1202 Seniority shall be the determining factor in matters of any vacancy including promotion, demotion, transfer, layoff, reduction of hours and recall, subject to the employee being able to meet the requirements of the job, having the necessary qualifications and a good employment record.

1203 The actual accumulation of benefits such as vacation pay and income protection shall be based strictly on an employee's regular paid hours worked and shall include any period of:

- (a) paid leave of absence;
- (b) paid income protection;

- (c) unpaid leave of absences up to four (4) weeks (in the event that the unpaid leave is in excess of four (4) weeks, accrual of benefits ceases effective at commencement of leave);
  - (d) Workers Compensation up to one (1) year in that appropriate time period.
- 1204 Seniority will terminate if an employee:
- (a) resigns;
  - (b) is discharged for just cause and not reinstated under the grievance or arbitration procedure;
  - (c) is laid off and fails to report for duty as instructed except where a laid off employee is required to give notice to another Employer or where the laid off employee fails to report due to illness and such illness is substantiated by a medical certificate;
  - (d) is laid off for more than thirty-six (36) months;
  - (e) fails to report for work as scheduled at the end of a leave of absence or suspension, without an explanation satisfactory to the Centre;
  - (f) is promoted or transferred out of the bargaining unit and has completed the trial period in the new position.
- 1205 Seniority will continue to accrue if an employee:
- (a) is on any period of paid leave of absence;
  - (b) is on any period of paid income protection;
  - (c) is on any period of paid vacation;
  - (d) is on any period of unpaid leave of absence up to four (4) consecutive weeks;
  - (e) is on any period of Workers Compensation benefits;
  - (f) is on any period of approved unpaid leave of absence for Union purposes of up to one year;
  - (g) is on an approved parental or adoption leave.
- 1206 Seniority will be retained but will not accrue if an employee:
- (a) is on unpaid leave of absence in excess of 4 consecutive weeks;
  - (b) is absent on Workers Compensation and in receipt of the total and permanent disability benefit established by Workers Compensation;
  - (c) **is laid off for less than thirty-six (36) months;**
  - (d) is on the trial period of an out-of-scope position.
- 1207 (a) The Employer will post annually a seniority list in order of seniority, not later than March 1<sup>st</sup> of each year showing seniority as at the conclusion of the pay period immediately following December 31<sup>st</sup>, including all members of the bargaining unit. A copy of the list will be sent to the Union. The Union will have thirty (30) calendar days in which to bring any errors to the Employer's attention. Alleged errors will be investigated by the Employer and corrected if verified. In the event of issuance of a position deletion notice(s), the Employer will provide an updated seniority list.

Seniority list shall contain the following information:

- 1) Name of Employee
- 2) Classification
- 3) Service Area
- 4) Date Entered Bargaining Unit
- 5) Accrual of Hours of Work

(b) Annually, upon written request, a comprehensive list including the name, address and telephone number of each employee shall be sent to the Union. The Union agrees to have in place reasonable safeguards for maintaining the security of the information provided.

1208 A temporary employee shall have seniority rights in accordance with Article 703 (b) of the agreement.

1209 An employee upon returning to work following an unpaid leave of absence due to LTD, will have her seniority credited with the appropriate number of hours she would have worked during the leave, based on her established EFT at the commencement of the leave. Such credit will not result in accrual of vacation or income protection.

### **ARTICLE 13: INCOME PROTECTION**

Also refer to Article 31 – Special Provisions re. Part-time Employees

1301 An employee who is absent from scheduled work due to illness, disability, quarantine or because of an accident for which compensation is not payable by either the Workers Compensation Board or by the Manitoba Public Insurance (MPI) shall receive her regular basic pay to the extent that she has accumulated income protection credits. The Employer reserves the right to verify that a claim for income protection is not made with respect to an injury for which lost earnings are compensated by the Manitoba Public Insurance.

In the case of medical, dental or chiropractic examinations or treatment, the employee shall be allowed time off with pay to attend such appointments to the extent that she has accumulated income protection credits.

1302 (a) An employee who is unable to report for work due to illness shall inform or cause someone on her behalf to inform her supervisor or designate prior to the commencements of her next schedule shift(s). An employee who fails, without valid reason, to give notice as specified below, will not be entitled to receive income protection benefits for the shift(s) in question.

Prior to Day Shift	One and a half (1.5) hours
Prior to Evening Shift	Three (3) hours
Prior to Night Shift	Three (3) hours

Reasonable notice for pre-scheduled medical, dental or chiropractic exam or treatment or elective surgery will be seven (7) days except in cases of emergency. Employees not meeting these requirements will be marked absent unless an explanation satisfactory to the Employer is given.

- (b) An employee returning to work following an absence of one (1) week or more shall provide a minimum of 48 hours' notice prior to returning to work.
- (c) Where an employee has been provided necessary time off due to scheduled surgery and where the surgery is subsequently cancelled, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.

### 1303 Annual Paid Sick Leave

- (a) Income protection shall accumulate at the rate of one and one-quarter (1.25) days per month with no maximum.
- (b) Subject to the provisions of 1303 (a) of each one and one-quarter (1.25) days of income protection accumulated, one day shall be reserved exclusively for the employee's personal use as outlined in Article 1301. The remaining one-quarter (.25) of a day shall be reserved for either the employee's personal use or for use in the event of family illness as outlined in Article 1308 or to offset the waiting period for Employment Insurance (EI) benefits for maternity/parental leave as outlined in 1704 (e). The Employer shall maintain an up-to-date record of the balance of income protection credits reserved for each of these purposes.

In the employee's first year of employment, amend one day to read three-quarters (.75) of a day and amend one-quarter (.25) of a day to read one-half (.5) of a day.

### 1304 Accumulation of Sick Leave

Except as provided in 1209, income protection credits will accumulate on the same basis as seniority is accrued under Article 12.

### 1305 Deductions from Sick Leave

A deduction shall be made from accumulated sick leave of all normal working days absent for sick leave. No deductions for absences on account of illness will be made for periods of two (2) hours or less, to a maximum of six (6) such absences per calendar year.

An employee who has had accumulated sick credits and subsequently used all her credits will be entitled to the benefits of this article regarding absence for two (2) hours or less to the maximum noted above.



1306 An employee shall accumulate but will not be entitled to the paid income protection benefits for any sickness occurring during the probationary period.

1307 Proof of Illness

Management may require an employee, on returning to work, to produce a certificate from a medical practitioner certifying that she was unable to carry out her duties due to illness. Such certification may be subject to review by the Centre's Medical Director or designate.

In addition, employees absent due to extended illness may be required to produce a medical certificate including, where possible, the estimated date of return of the employee. Employees shall not ordinarily be required to provide any additional medical certificate prior to return to work except in the following circumstances:

- 1) once every twenty (20) days where no estimated date of return can be provided;
- 2) where the absence exceeds the estimated date of return.

1308 Sickness While on Vacation

Where an employee on vacation becomes ill to the extent that she requires the services of a medical practitioner or licensed chiropractor, provided such illness is shown to be in excess of three (3) days, such employee shall be allowed to use her sick leave credits for the period the medical practitioner states she would have been unable to carry out her duties at work.

1309 Family Illness

Subject to the provisions of 1303 (b), an employee may apply to utilize income protection for the purpose of providing care in the event of an illness of a spouse, dependent child, parent or person who has the employee as the primary caregiver.

A primary caregiver is defined as one who either temporarily or on a regular and reoccurring basis provides care and assistance to the person. Travel to and attendance at non-routine, emergent or critical medical appointments or treatments come within the meaning of providing care in the event of an illness.

1310 Sick Pay at Layoff and Recall

When an employee is laid off on account of lack of work she shall not receive sick leave credits for the period of such absence, but shall retain her cumulative credit, if any, existing at the time of such layoff. In cases where an employee is off due to sickness and in receipt of sick pay, she shall be notified by the Centre, in writing to her last known address, of the fact that her seniority group has been laid off and her sick pay stopped as of the particular date. The reverse procedure will also apply. When an employee is called back to work and cannot do so due to illness, she can start using any sick leave

credits she may have accrued. This provision will not apply to intermittent work of a short duration, i.e., one (1) week or less.

1311 Sick Leave without Pay

- (a) If an employee is to be absent for illness for a period exceeding her income protection, including Employment Insurance (EI) credits, she must request, or cause someone on her behalf to request a leave of absence in writing for the expected duration of convalescence within ten (10) days of her last paid day of income protection. In such cases, an employee shall be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of twelve (12) months.
- (b) An employee who is accepted for benefits under the Long Term Disability Plan, to commence immediately following the elimination period, will be entitled to unpaid leave of absence of up to two (2) years.

1312 Use of Overtime or Compensating Time

After she has exhausted all sick leave credits, an employee, upon submitting a written request to her Manager, may use for bona fide sick leave purposes any overtime or compensating credits or vacation credits available to her.

1313 Abuse of Sick Leave

The Union agrees that in cases of suspected abuse of income protection, disciplinary action may be taken by the Employer and the Union further agrees to work with management in the review of income protection utilization.

1314 Upon written request, the Employer shall provide the employee, in writing, of the amount of her accrued income protection within three (3) days of the request.

1315 Sick Pay Supplement for Rehabilitative Employment

If as a result of illness or accident, an employee is unable to perform the normal functions of her position, but is, however, capable of performing in an alternate position which the Centre is prepared to make available to the employee, the following shall apply:

- (a) Upon medical certification satisfactory to the Centre, the employee will be assigned to the alternate position at the appropriate rate of pay for that position.
- (b) The employee shall be entitled on a biweekly basis to utilize accrued sick credits in units of one-half ( $\frac{1}{2}$ ) days in order to supplement her rate of pay in the alternate position; but the combination of sick pay supplement and rate of pay in the alternate position shall not exceed the regular rate of pay in this former position.

- (c) These sick pay supplements shall cease as soon as the employee qualifies for disability benefits.

1316 MPI Advance

- (a) Where an employee is unable to work because of injuries sustained in a motor vehicle accident she must advise her supervisor as soon as possible and she must submit a claim for benefits to the Manitoba Public Insurance. The employee shall be entitled to receive full income protection benefits for any period of time deemed to be a “waiting period” by MPI.
- (b) Subject to (a), where an employee has applied for MPI benefits and where a loss of normal salary would result while awaiting the MPI decision, the employee may submit an application to the Centre requesting an advance subject to the following conditions;
  - (i) Advance payment(s) shall not exceed the employee’s basic salary as defined in Article 18 (exclusive of overtime), less the employee’s usual income tax deductions, Canada Pension Plan contributions, and EI contributions.
  - (ii) The advance(s) will cover the period of time from the date of injury in the motor vehicle accident until the date the final MPI decision is rendered. In no case shall the total amount of the advance exceed one hundred percent (100%), of the value of the employee’s accumulated income protection credits.
- (c) The employee shall reimburse the Centre by assigning sufficient **MPI** payments to be paid directly to the Centre to offset the total amount of the advance or by repayment to the Centre immediately upon receipt of payment made by **MPI** directly to the employee.
- (d) In the event that MPI disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Agreement and the Employer shall recover the total amount of the advance from the employee’s accumulated sick time credits.
- (e) Upon request, the Centre will provide a statement to the employee indicating the amount of advance received and repayment(s) made to the Centre.

1317 Compensation for Injuries

An employee who becomes injured or ill in the course of performing her duties must report such injury or illness as soon as possible to her immediate supervisor.

An employee unable to work because of a work-related injury or illness will inform the Employer immediately, in accordance with established procedures, so that a claim for compensation benefits can be forwarded to the Workers Compensation Board (WCB). Workers Compensation payment will be paid directly to the employee by WCB.

By application from the employee, the Employer will supplement the award made by the Workers Compensation Board for loss of wages to the employee by an amount equal to ten percent (10%) of the WCB payment. Such supplementation shall continue for a maximum period of one hundred and nineteen (119) days from the first day of supplement.

Regular net salary will be based on the employee's basic salary (exclusive of overtime and premiums) less the employee's usual income tax deduction, Canada Pension Plan contributions and employment insurance contributions, and any benefit plan contributions which are waived under the terms of the plan.

Subject to the provision of each plan, the employee may request the Employer to deduct from the supplement, if sufficient, the contributions which would have been paid by the employee to the Employer's pension plan, dental care plan and life insurance plan as if the employee was not disabled. If the supplement is not sufficient, or where the employee elects to receive an advance, the employee may, subject to the provisions of each plan, forward self-payments to the Employer for the first one hundred and nineteen (119) calendar days, to ensure the continuation of these benefit plans. The Employer will contribute its usual contributions to these benefit plans while the employee contributes.

If at any time it is decided by the Workers Compensation Board that a supplement paid by an Employer during a claim for Compensation Benefits must be offset against benefits otherwise payable by the Workers Compensation Board, such supplementation shall cease immediately and no further supplement shall be payable by the Employer.

Further to this, the Facility shall notify Workers Compensation of salary adjustments at the time they occur.

- 1318 Employees in receipt of Workers Compensation Benefits shall receive all the benefits of this Agreement for a period of one (1) year. After one (1) year, such employees will receive only the following benefits; pension, group insurance, dental coverage, vision care, accumulation of seniority, accumulation of service for vacation qualification, but not vacation credits, accumulation of service for long service pay qualification, but not long service payment.

#### **ARTICLE 14: VACANCIES, PROMOTIONS AND TRANSFERS**

- 1401 All vacant positions which fall within the scope of this agreement shall be posted for at least seven (7) calendar days. Such postings shall state required qualifications, current or anticipated shift, hours of work and wage rate. A copy of the posting shall be given to

the Union Secretary. It will be the responsibility of any employee on vacation or leave of absence to indicate to the Centre, on a special form provided that she is interested in any specified vacancies that may occur during her absence, in which case she will be considered as an applicant for the position.

1402 The Employer agrees to post the name and seniority of the successful applicant for each vacancy within fifteen (15) working days of the appointment. The name of the successful applicant and their seniority for any position which falls within the scope of this Agreement will be sent to the Secretary of the Union.

1403 (a) All promotions and voluntary transfers are subject to a three (3) month trial period in the case of a full-time position and a four (4) month trial period in the case of a part-time position.

(b) Conditional upon satisfactory performance, she shall be declared permanent after the trial period.

(c) During the trial period, she shall be returned to her former position without loss of seniority:

(i) by the Employer when she proves to be unsatisfactory in the new position, or

(ii) voluntarily by the employee upon providing a reasonable explanation to the Employer

Notwithstanding Article 1401, should an employee elect to return to her former position in accordance with (i) or (ii) above within twenty-eight (28) days after commencing the position, the next most senior qualified applicant will be awarded the position as per Article 1202.

**(d) If the employee returns to their former position in accordance with (c) i) or ii) above, she will be placed in her former position and former employment status. If an employee had replaced her, they too will revert back to their previous position/employment status and so on.**

1404 When an employee is promoted, her new and future salary will be determined as follows:

(a) The new salary will be at the rate of her new classification, which provides the equivalent of one increment step in relation to the wage rate in her new classification. For the purposes of calculation, this increment shall be at least equal in value to the difference between the Start rate and Step 1.

(b) Subject to 2104, the subsequent increments, if any, shall be due on the anniversary date of the employee's date of employment at the Centre.

- 1405 If an employee voluntarily transfers to a lower or equally paid classification, she shall be paid at the same increment step in the new classification as she was at the old classification.
- 1406 An employee, who through advancing years or disablement is unable to perform her regular duties, shall be given preference for transfer to any suitable job which is open and which requires the performance of lighter work for which she is capable. She would be paid at the same increment step in the new job as she was in her previous job.
- 1407 (a) Employees shall not be eligible to apply for transfer during their probationary period, except where the posted position is permanent and represents a promotion, or an increase in EFT. A probationary employee who transfers will be required to complete a full probationary period in the new position. This period may be extended if the Employer so requests and the Union agrees.
- (b) Employees shall not be eligible to apply for transfer during their trial period in a permanent position, except where the position applied for represents a promotion, increase in EFT or the opportunity to exclusively work on the day shift.
- 1408 Employees shall be encouraged to improve their abilities by participation in available training programs.

#### **ARTICLE 15: ANNUAL VACATION**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 1501 Unless otherwise agreed by the Employer and the employee, the Employer will provide for vacation days to be taken on a consecutive basis, recognizing that seven (7) calendar days equals one (1) week of vacation. The employee shall have the right to indicate which day of the week her/his vacation begins.

The vacation year shall be from the 1<sup>st</sup> day of May in the one year to the 30<sup>th</sup> day of April the next year.

Employees will generally not be requested to work during a period of vacation. For those employees occupying more than one position refer to Article 3206.

- 1502 A full-time employee who has completed less than one (1) year's continuous employment as of cut off date indicated in 1501 will be granted vacation on a percentage of hours worked. Unless otherwise mutually agreed, the Employer is not obligated to permit earned vacation to be taken until an employee has completed six (6) months of employment. Such employee may, on request, also receive sufficient leave of absence to complete any partial week of vacation.

- 1503 All employees shall earn annual vacation at the rate of:
- three (3) weeks per year commencing in 1<sup>st</sup> year of employment.
  - four (4) weeks per year commencing in the calendar year of the 4<sup>th</sup> anniversary of service.
  - five (5) weeks per year commencing in the calendar year of the 11<sup>th</sup> anniversary of service.
  - six (6) weeks per year commencing in the calendar year of the 21<sup>st</sup> anniversary of service.
- 1504 Upon termination of employment, an employee shall be entitled to pay in lieu of vacation earned but not taken, at the following percentage rates of basic pay earned during the period which the vacation was earned but not taken:
- three (3) weeks per year – 6% of basic pay
  - four (4) weeks per year – 8% of basic pay
  - five (5) weeks per year – 10% of basic pay
  - six (6) weeks per year – 12% of basic pay
- 1505 The Employer will post a projected vacation entitlement list not later than two (2) months prior to the vacation cut-off date as per 1501. Employees shall indicate their preferences as to dates within thirty (30) calendar days of posting of the projected entitlement list.
- An employee who fails to indicate her choice of vacation within the above thirty (30) calendar day period shall not have preference in the choice of vacation time, where other employees have indicated their preference.
- 1506 The Employer will post an approved vacation schedule a minimum of one (1) week prior to the commencement of the vacation year as set out in 1501. The Employer will give due consideration to employee preference and individual circumstances, including seniority, and such vacation shall not be changed unless mutually agreed upon by the employee and the Employer.
- 1507 The vacation pay of any employee who has been engaged on higher rated work in a vacation year, shall be prorated on the basis of completed months of service in the higher rated work and her regular classifications, calculated to the nearest half day.
- 1508 Employees shall be given the opportunity to request remaining unscheduled vacation entitlement by November 15<sup>th</sup> of each year on a first come first serve basis. Any vacation entitlement not requested by November 15<sup>th</sup> may, at the discretion of the Employer, be scheduled by the Employer. The Employer shall post a notice, no later than November 1<sup>st</sup> of each year, in a prominent area(s) in each facility/worksites indicating the need for employees to request the scheduling of their remaining vacation.
- 1509 Vacation earned in any vacation year is to be taken in the following vacation year, unless otherwise mutually agreed between the employee and the Employer.

1510 In the event that an employee is hospitalized during her vacation, it shall be incumbent upon the employee to inform the Employer as soon as possible. In such circumstances the employee may utilize income protection credits to cover the hospitalization period and the displaced vacation shall be rescheduled. Proof of such hospitalization shall be provided if requested.

Where an employee is subpoenaed for jury duty or is in receipt of WCB benefits during her period of vacation, there shall be no deduction from vacation credits and the period of vacation so displaced shall be rescheduled at a time mutually agreed between the employee and the Employer within the available time periods remaining during that vacation year.

1511 Upon request, an employee may be permitted to retain up to three (3) days of her regular vacation for the purpose of taking such time off for personal reasons, such as religious observance or special occasion, as long as adequate notice is given in order to accommodate scheduling. Days retained for this purpose are part of the vacation entitlement set forth in Article 1503. Should an employee elect to retain vacation days one (1) week (seven (7) calendar days) of vacation shall be reduced by the number of days retained.

1512 An employee's accrued vacation pay shall be apportioned equitably over the employee's full annual vacation entitlement, except as provided in 1511.

1513 An employee requested to report to work on a scheduled day of vacation shall receive double time for all hours worked and the vacation day will be rescheduled.

A part-time employee who requests to work and who works additional hours on a non-scheduled vacation day will be paid at the straight time rate. A part-time employee requested by the Employer to work, and who works additional hours on a non-scheduled vacation day, shall receive double time for all hours worked.

1514 Long Service Recognition – Vacation

Effective April 1, 2009

In recognition of length of service, each full-time employee shall receive one additional week of vacation (5 days) on completion of twenty (20) years of continuous service, and on each subsequent fifth (5<sup>th</sup>) (i.e. 25<sup>th</sup>, 30<sup>th</sup>, 35<sup>th</sup>, 40<sup>th</sup>, etc.) anniversary of employment. The additional five (5) days shall be granted in the vacation year in which the anniversary date falls and are not cumulative.

Part-time employees shall be entitled to a pro rata portion of this benefit.

Employees whose anniversary date falls in the period April 1, 2008 to March 31, 2009, will be entitled to receive this benefit in the 2009 calendar year.



## **ARTICLE 16: GENERAL HOLIDAYS**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

### 1601 (a) Paid General Holidays

The following days shall be observed and compensated in time off as general holidays:

- |  |  |
|--|--|
| 1. New Year's Day (January 1 <sup>st</sup> ) | 7. August Civic Holiday                        |
| 2. Jour de Louis Riel Day                    | 8. Labour Day                                  |
| 3. Good Friday                               | 9. Thanksgiving Day                            |
| 4. Easter Monday                             | 10. Remembrance Day                            |
| 5. Victoria Day                              | 11. Christmas Day (December 25 <sup>th</sup> ) |
| 6. Canada Day (July 1 <sup>st</sup> )        | 12. Boxing Day                                 |

- (b) One half (½) day shall be granted on the employee's last normal working day immediately preceding Christmas Day. This holiday shall be granted as provided to those employees required to work, payment shall be made at the regular rate of pay, and another one-half (½) day compensating time off shall be granted at a time mutually convenient to the employee and management.

- 1602 (a) Day workers required to work on a general holiday will be paid at two time basic rate of pay and in addition will receive a compensating day off at straight time.
- (b) Shift workers required to work on a general holiday will be paid straight time plus compensating time off at double time.
- (c) Full-time employees shall be allowed to bank up to ten (10) alternative days off in lieu of general holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. Arrangements to take compensating time off shall be made no later than February 1<sup>st</sup> of each year up to and including April 30<sup>th</sup>. If arrangements are not made by February 1<sup>st</sup>, all compensating time off will be paid out by March 31<sup>st</sup>.
- (d) Any accumulation of bank time exceeding ten (10) days must be granted at a time mutually convenient to the employee and manager within two months of such day(s) being accumulated. Any compensating time off not taken off prior to the above mentioned two month period shall be paid for within the following two (2) paid periods.
- (e) All employees' requests for time off shall be submitted in writing for consideration. If a request for time off is refused, the reason for refusal will be given if requested.

- (f) A day off to be given in lieu of a recognized holiday shall be added to a weekend off or to scheduled days off, unless otherwise mutually agreed.
- 1603 If a general holiday falls on the regular day off of an employee or during her annual vacation, she shall be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee.
- 1604 If a general holiday falls on a day on which an employee is receiving income protection benefits, she shall be paid for the holiday and such pay shall not be deducted from income protection credits. However, when the employee has already received an alternate day off with basic pay for the general holiday, she shall be paid from income protection credits for that day at her basic rate of pay.
- 1605 The Employer agrees to distribute time off as equitably as possible over Christmas and New Year's, endeavouring to grant each employee as many consecutive days off as reasonably possible over either Christmas Day or New Year's Day.
- 1606 Work on Statutory Holidays

The process for determining which staff works General (STAT) Holidays will be as follows and is subject to the limitations of 1605:

Employees scheduled to work on a General Holiday shall have the right of first acceptance. If a Department normally reduces the number of staff on duty on a General Holiday, the right of first acceptance to work the STAT will be offered to staff, in order of seniority, scheduled to work on the STAT. That is, the employee with the most seniority will be offered to work the STAT and so on.

## **ARTICLE 17: LEAVE OF ABSENCE**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 1701 An employee will be required to submit a written request to the Employer for any leave of absence. Such requests must specify the reason for the leave of absence and will be considered on an individual basis. The employee shall give four (4) weeks' notice except in an emergency. Such requests shall not be unreasonably denied.
- 1702 (a) An employee who is granted a leave of absence for twenty-six (26) weeks or less, will be returned to her former position upon her return to her former increment step.
- (b) An employee who is granted leave of absence between twenty-six (26) and fifty-two (52) weeks will be returned to her former classification at her former increment step.

- (c) An employee who is granted a leave of absence for a period of over fifty-two (52) weeks, and unless the Employer makes a specific commitment as to the conditions under which an employee who is granted such leave of absence will be employed on her return, is assured only of preferential consideration as to placement in a vacancy most similar to the position held prior to the leave of absence, and at the increment level received prior to the leave of absence, or the maximum for the classification of the position returned to, whichever is lesser. If the position returned to is a higher classification than the one she left, she would be put at the first step of the salary range for that classification.

1703 Parenting Leave

Parenting Leave consists of Maternity Leave and Parental Leave. Parental Leave includes Paternity and Adoption Leave.

1704 Maternity Leave

An employee may elect Maternity Leave under either Plan A or Plan B, depending upon which criteria she meets.

Plan A

- (a) The Centre shall grant maternity leave to a female employee who has completed six (6) months service with the Centre and who submits an application in writing to her Manager for a leave at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave; and who provides her Employer with a certificate from a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery.
- (b) The maternity leave shall consist of a period, not exceeding seventeen (17) weeks if delivery occurs on or before the estimated date of delivery specified in the certificate mentioned above, or a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned above and the actual date of delivery, if delivery occurs after the date mentioned in that certificate.
- (c) The maternity leave granted shall commence no earlier than fourteen (14) weeks preceding the estimated date of delivery and shall terminate no later than twenty (20) weeks following the actual date of delivery.
- (d) Maternity leave under Plan A shall be considered as leave of absence without pay.
- (e) The employee returning to work after maternity leave shall provide the Centre with at least two (2) weeks' notice prior to the date of returning to work. On return from maternity leave, the employee will be placed in a position comparable

to and at not less than the same wages as her position prior to her commencement of maternity leave and without loss of seniority benefits which had accumulated at the date of her departure.

- (f) The Centre may, notwithstanding the above, vary the length of maternity leave upon proper certification by the attending physician.

### Plan B

1. In order to qualify for Plan B, a pregnant employee must:
  - (a) have completed six (6) continuous months of employment with the Employer;
  - (b) submit to the Employer an application in writing, for leave under Plan B at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave;
  - (c) provide the Employer with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;
  - (d) provide the Employer with proof that she has applied for Employment Insurance benefits and that the **Human Resources and Skills Development Canada (HRSDC)** has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to the *Employment Insurance Act*.
  
2. An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:
  - (a) she will return to work and remain in the employ of the Employer for at least six (6) months following her return to work, except that where an employee is the successful applicant for a part-time position which commences on the date of her return from Maternity Leave or at any time during the six (6) months following her return from Maternity Leave, she must remain in the employ of the Employer, and work the working hours remaining in the balance of the six (6) months of the full-time employment; and
  - (b) she will return to work on the date of the expiry of her maternity leave and where applicable, her parental leave, unless this date is modified by the Employer; and
  - (c) should she fail to return to work as provided under (a) and/or (b) above, she is indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during her entire period of Maternity Leave.
  
3. An employee who qualifies is entitled to a Maternity Leave consisting of:
  - (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in Article 1704 Plan A (a);

- (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in Article 1704 Plan A (a);
  - (c) the Employer shall vary the length of Maternity Leave upon proper certification by the attending physician or recommendation by the Department Head.
4. During the period of Maternity Leave, an employee who qualifies is entitled to a Maternity Leave allowance with the SUB Plan as follows:
    - (a) for the first two (2) weeks an employee shall receive ninety-three percent (93%) of her weekly rate of pay;
    - (b) for up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the EI benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's normal weekly earnings;
    - (c) all other time as may be provided under Article 17, shall be on a leave without pay basis.
  5. An employee may end her Maternity Leave earlier than the date specified by giving her Employer written notice at least two (2) weeks or one (1) pay period, whichever is longer, before the date she wishes to end the leave.
  6. Plan B does not apply to temporary employees.
  7. A leave of absence under Plan B shall be considered to be an unpaid leave of absence. Income protection credits and vacation entitlement shall not accrue.
  8. During the period of Maternity Leave, the Centre will continue to pay its portion of pension, group life insurance, dental and vision care contributions based on the regular salary and regular contribution rates and provided the employee pays their regular contributions.
- 1705 Two (2) days of leave (scheduled daily hours to a maximum of 15, 15.5 or 16 hours as applicable) without loss of pay and benefits will be granted to an employee whose partner has given birth to a child or has adopted a child.
- This leave shall be taken within the two (2) calendar weeks following the child's date of birth or arrival in the home.
- 1706 Sections 52 through 57.1(2) inclusive and Section 60 of the *Employment Standards Code* respecting maternity leave shall apply.

1707 Parental Leave

- (a) The Centre will grant a Leave of Absence without pay not to exceed thirty-seven (37) continuous weeks to any employee who has completed six (6) months of service with the Centre for the purpose of the actual care and custody of a child after becoming a natural or adoptive parent. The employee shall submit an application in writing, stating the duration of leave requested, to their Manager for Parental Leave at least four (4) weeks before the day on which leave is intended to commence except in the case of an employee intending to take Maternity Leave in which case the employee shall submit their application for Parental Leave at the same time as their application for Maternity Leave.
- (b) Parental Leave must commence no later than the first anniversary date of the birth or adoption of the child or the date on which the child comes into the actual care and custody of the employee. However, where an employee intends to take Parental Leave in addition to Maternity Leave, the employee must commence the Parental Leave immediately on expiry of the Maternity Leave without a return to work after expiry of the Maternity Leave and before commencement of the Parental Leave.
- (c) Parental Leave shall be considered Leave of Absence without pay.
- (d) Sick Leave credits will not accrue for any period of time the employee is absent on Parental Leave.
- (e) The employee returning to work after Parental Leave shall provide the Centre with at least four (4) weeks' notice in writing prior to the date of returning to work.
- (f) On return from Parental Leave, the employee will be placed in a comparable position at not less than the same wages as their position prior to commencement of Parental Leave and without loss of seniority which had accumulated at the date of their departure.
- (g) An employee on Parental Leave shall remain eligible for promotion providing the employee is available when required by the Department.

1708 Parental Leave – Paternity

An employee shall receive Parental Leave without pay of up to thirty-seven (37) weeks, subject to the following conditions:

- (a) He become the natural father of a child and assumes actual care and custody of his child.
- (b) He has completed six (6) months employment as of the date of the intended leave.

- (c) He submits to the Employer an application in writing for Parental Leave at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence the leave.
- (d) Parental Leave must be completed not later than the anniversary date of the birth of the child or the date on which the child came into the actual care and custody of the employee.

1709 Parental Leave – Adoption

An employee shall receive Parental Leave without pay of up to thirty-seven (37) weeks subject to the following conditions:

- (a) An employee must adopt a child under the laws of the province.
- (b) An employee may commence Adoption Leave upon (1) day's notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings.
- (c) An employee has completed six (6) months employment as of the date of the intended leave.
- (d) Parental Leave must be completed no later than the first anniversary date of adoption of the child or the date on which the child comes into actual care and custody of the employee.

1710 An employee may end her parental leave earlier than thirty-seven (37) weeks by giving the Employer written notice at least two weeks, or one pay period, whichever is longer before the day the employee wishes to end the leave. On return from Maternity and/or Parental Leave, the employee shall be placed in her former classification and shift schedule at the same increment step. In the case where the leave extends beyond fifty-four (54) weeks, the provisions outlined in 1702 (c) and 1703 above will apply.

1711 Bereavement Leave

An employee shall be granted up to four (4) regularly scheduled consecutive days leave without loss of pay and benefits in the case of the death of a parent, stepparent, wife, husband, child, stepchild, brother, sister, mother-in-law, father-in-law, common-law spouse, same sex partner, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild, former guardian, fiancé and any other relative who had recently been residing in the same household. Such days may be taken only in the period which extends from the date of death up to and including the day following interment or four (4) calendar days following the death, whichever is greater. Bereavement leave may be extended by up to two (2) additional days without loss of pay and benefits as may be necessitated by reason of travel to attend the funeral. One (1)

Bereavement Leave day may be retained at the employee's request for use in the case where actual interment or cremation is at a later date.

- 1712 Probationary employees shall be entitled to unpaid bereavement leave for a duration stipulated in Article 1711.
- 1713 Necessary time off up to one (1) day at basic pay will be granted an employee to attend a funeral as a pallbearer.
- Necessary time off up to one (1) day at basic pay may be granted an employee to attend either a funeral or initial memorial service as a mourner.
- 1714 With at least two (2) weeks (where reasonably possible) prior written notice to the Employer, an employee elected or appointed to represent the Union at a convention or other Union function, shall be granted necessary leave of absence with pay, provided that unless otherwise mutually agreed, not more than one (1) employee is absent at the same time from the same department for this purpose. The Employer will continue to pay the employee, subject to total recovery of payroll and related costs. The Union will provide the Employer with written confirmation of dates requested.
- 1715 Employees granted leave of absence without pay may make prepayments to maintain coverage under Employer/Employee benefit programs.
- 1716 Employees shall be allowed the necessary time off with pay to attend citizenship court to become a Canadian citizen.
- 1717 An employee required to serve as a juror or subpoenaed as a witness in any court of law shall receive leave of absence at her basic rate of pay, and remit to the Employer any payment received except reimbursement of expenses.
- 1718 Employee who is elected or appointed to a full-time position with the Union shall be granted leave of absence without pay and without loss of seniority for a period of one (1) year and shall be automatically renewed on expiry for a like period from time to time unless either party signifies intention in writing of its desire to terminate said leave of absence in which case six (6) months prior notice shall be given and the employee concerned may return to her position with the Centre on termination of authorized leave.
- 1719 The Employer recognizes the right of an employee to participate in public affairs. Therefore, upon written request, the Employer shall allow leave of absence of up to two (2) months without pay and without loss of seniority so that the employee may be a candidate in federal, provincial or municipal elections. An employee who is elected to public office shall be granted leave of absence without pay and without loss of seniority for a period of one (1) year. Such leave may be renewed each year, on request, during her term of office.



1720 An employee shall be entitled to leave of absence without pay and without loss of seniority and benefits to write examinations to upgrade her employment qualifications.

1721 Where the Employer requires an employee to attend educational events or staff meetings during non-working time, the Employer shall pay for the time of such attendance at straight time rates.

1722 Compassionate Care Leave

An employee shall receive compassionate care leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) An employee must have completed at least (30) days of employment as of the intended date of leave.
- (b) An employee who wishes to take a leave under this section must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (c) An employee may take no more than two (2) periods of leave, totalling no more than eight (8) weeks, which must end no later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
  - 1) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
    - (i) the day the certificate is issued, or
    - (ii) if the leave was begun before the certificate was issued, the day the leave began; and
  - 2) the family member requires the care or support of one (1) or more family members.

The employee must give the Employer a copy of the physician's certificate as soon as possible.

- (e) A family member for the purpose of this article shall be defined as:
  - (i) a spouse or common-law partner of the employee;
  - (ii) a child of the employee or a child of the employee's spouse or common-law partner;
  - (iii) a parent of the employee or a spouse or common-law partner of the parent;

- (iv) or any other person described as family in the applicable regulations of the *Employment Standards Code*.
- (f) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (g) Seniority shall accrue as per Article 1203 (c) and 1205 (d). (unpaid leaves)
- (h) Subject to the provisions of 1303 (b), an employee may apply to utilize income protection to cover part or all of the two (2) week Employment Insurance waiting period.
- (i) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Bereavement Leave as outlined in Articles 1711, 1712 and 3108.

#### **ARTICLE 18: HOURS OF WORK**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

1801 Regular hours of work for all full-time non-clerical employees will be:

- (a) seven and three-quarters (7.75) hours per day excluding meal periods and including rest periods; and
- (b) thirty-eight and three-quarters (38.75) hours per week;
- (c) seventy-seven and one-half (77.5) hours biweekly.

Regular hours of work for all full-time clerical employees will be:

- (a) seven and one-half (7.5) hours per day excluding meal periods and including rest periods; and
- (b) thirty-seven and one-half (37.5) hours per week, excluding meal periods and including rest periods;
- (c) seventy-five (75) hours biweekly.

The hours of work shall be consecutive except for the time allowed for the meal times and the coffee breaks. Normally each employee shall receive two (2) days off each week

and these two (2) days shall be consecutive. A shift schedule will be prepared in order to provide that an employee will receive a Saturday and Sunday together as two (2) days off at least once every three (3) weeks.

- 1802 The regular daily hours of work for any employee shall be performed consecutively wherever possible except for the lunch period.

The meal period will be scheduled by the Employer and will not be less than one-half (0.5) hour.

This shall not be applicable to the Communications Clerks who shall remain status quo.

- 1803 A rest period of fifteen (15) minutes will be allowed by the Employer during each continuous three (3) hour period of work.

- 1804 This article shall not preclude the implementation of modified daily or biweekly hours of work by mutual agreement between the Union and the Employer. Any such agreement shall take the form of an addendum attached to and forming part of this agreement.

- 1805 The "Master" rotation for the unit/department shall be used to prepare shift schedules for a minimum of a four (4) week period shall be posted at least two (2) weeks in advance of the beginning of the scheduled period. Shifts within the minimum four (4) week period shall not be altered after posting except by mutual agreement between the employee concerned and the Employer. Requests for specific days off duty shall be submitted in writing at least two (2) weeks prior to posting and granted with approval of the supervisor.

Request for interchanges in posted shifts shall also be submitted in writing, co-signed by the employee willing to exchange shifts with the applicant.

The "Master" rotation is established to repeat shift rotations on a regular and cyclical basis and shall not be changed unless mutually agreed with the Union and shall be done in accordance with the Collective Agreement.

- 1806 Except as provided in 3110 (c), when an employee is called in to work a full shift as provided in 1801 within one (1) hour of the start of the shift, and reports for duty within one (1) hour of the start of the shift, she shall be entitled to pay for the full shift. In such circumstances, the scheduled shift hours shall not be extended to equal a full shift.

- 1807 (i) An employee who is required to remain in the work site during the meal period, shall receive pay at overtime rates for the entire meal period.
- (ii) An employee whose meal period is cancelled and not rescheduled will be entitled to receive pay at overtime rates for the missed time.

1808 For identification purposes, shifts will be named as follows:

- (a) The shift commencing at or about 12 midnight shall be considered the first shift;
- (b) The shift commencing at or about 0800 hours shall be considered the second shift;
- (c) The shift commencing at or about 1600 hours shall be considered the third shift.

### **ARTICLE 19: OVERTIME**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

1901 Overtime shall be the time worked in excess of the daily and biweekly hours of work as specified in Article 18, or in excess of the normal full-time hours in the shift pattern in effect in the department, such time to have been authorized in such manner and by such person as may be authorized by the Employer. Overtime hours extending beyond the normal daily shift into the next calendar day shall continue to be paid at the overtime rates in accordance with Article 1902.

- 1902
- (a) Employees shall receive one and one half (1.5) times their basic rate of pay for the first two (2) hours of authorized overtime in any one (1) day.
  - (b) Employee shall receive two (2) times their basic rate of pay for authorized overtime beyond the first two (2) hours in any one (1) day.
  - (c) Overtime worked on any scheduled day off shall be paid at the rate of two (2) times the employee's basic salary.
  - (d) All overtime worked on a General Holiday shall be paid at three (3) times the employee's basic rate of pay.
  - (e) Day workers will be compensated at the rate of double time for all work between midnight and 8:00 a.m.
  - (f) Employees required to work overtime immediately prior to, and continuous with their next regular starting time will be compensated at the rate of double time for the overtime so worked.
  - (g) Re-arrangement of shifts to take care of unavoidable contingencies will not entitle a shift employee to compensating time until she is required to work in excess of the regular number of shifts per week. However, if an employee's shift is re-arranged and it does not provide her with at least eight (8) hours between shifts, then for the first day of such shift change he shall be compensated at overtime rates.

Except in the case of temporary employees, whenever possible, eight (8) hours' notice shall precede such shift re-arrangement, otherwise a minimum payment of four (4) hours will be made to an employee who reports to work for his regular shift and is sent home due to shift re-arrangement.

- (h) When a day worker is temporarily engaged on shift work for a period of less than one week and is required to work on a General Holiday, a Saturday or a Sunday, the day worker will be compensated at the rate of double time for working said General Holiday or Saturday or Sunday.
- 1903 By mutual agreement between the Employer and the employee, overtime may be compensated for by the granting of equivalent time off at applicable overtime rates. Such time shall be taken by the employee prior to March 31<sup>st</sup> of any year or paid out.
- 1904 An employee who is absent on paid time off during her scheduled work week shall, for the purpose of computing overtime pay, be considered as if she had worked her regular hours during such absence.
- 1905 Employees working two (2) consecutive full shifts as provided in 1801 will be paid at double time for the second shift.
- 1906 Overtime and on call shall be divided as equally as reasonable possible among employees who are qualified to perform the available work. No employee shall be required to work overtime against her wishes when other qualified employees within the same classification are available and willing to perform the required work.
- 1907 For employees who are not notified to return to work until after going home, the rate of compensation shall be time and one-half; however, the minimum compensation will be four (4) hours. Thus, if an employee works two (2) hours on the time and one-half schedule, four (4) hours compensation will be given instead of three (3) hours.  
  
For employees who are notified to return to work before going home, the rate of compensation shall be time and one-half, providing the break period does not exceed two (2) hours, otherwise the minimum of four (4) hours compensation shall apply. The four (4) hour provision shall not apply to employees who are notified prior to going home to report for work immediately prior to their normal starting time.
- 1908 An employee required to work overtime for a period in excess of two (2) hours immediately following her hours of work shall be supplied with a meal and if this is not possible, a payment of eight dollars (\$8.00) will be made in lieu.
- 1909 An employee shall not be required to layoff during regular hours to equalize any overtime worked.
- 1910 Shifts worked when time switches from Central Standard to Daylight Saving Time and vice-versa shall be paid at straight time rates for actual hours worked.

## ARTICLE 20: SHIFT AND WEEKEND PREMIUM

- 2001 (a) An employee required to work the majority of her hours on any shift between 1600 hours and 2400 hours, shall be paid an evening shift premium of one dollar (\$1.00) per hour for that shift.

The above allowance shall be applicable from 1600 hours to the termination of the day shift on a twelve (12) hour shift pattern during which at least two (2) hours are worked between 1600 hours and the termination of the shift.

- (b) An employee required to work the majority of her hours on any shift between 0001 hours and 0800 hours, shall be paid a night shift premium of one dollar and seventy-five cents (\$1.75) per hour **(one dollar and ninety cents (\$1.90) per hour effective April 1, 2016; two dollars and five cents (\$2.05) per hour effective October 1, 2016)** for that shift.

- 2002 Shift Premium and Weekend Premium will not be payable while an employee is receiving overtime rates.

### 2003 Weekend Premium

A weekend premium of one dollar and thirty-five cents (\$1.35) per hour **(one dollar and fifty cents (\$1.50) per hour effective April 1, 2016; one dollar and sixty-five cents (\$1.65) per hour effective October 1, 2016)** shall be paid to an employee for all hours worked on any shift where the majority of hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

## ARTICLE 21: SALARIES AND INCREMENTS

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 2101 Employees shall be paid in accordance with Schedule “A” attached to and forming part of this Agreement.

- 2102 (a) Employees shall be paid every two weeks.

- (b) If an employee covered by this agreement has not received wages in any one (1) pay period resulting in a shortfall of wages of at least the equivalent of one (1) normal day’s pay, such pay will be provided within three (3) business days, upon request from the employee.

- 2103 Increments shall be due on the anniversary date of the employee’s date of employment at the Facility. When an unpaid leave of absence in excess of four (4) weeks is granted, the anniversary increment for the employee shall move forward in direct relation to the length of the leave.

- 2104 In the event the Centre temporarily assigns an employee to another position, the majority of the duties and responsibilities of which justify and are compatible with that of a higher rated position, she shall receive the minimum rate paid for the higher position immediately.

When a permanent appointment to a position directly follows and is in continuation of an unbroken period of temporary appointment to that position, an employee shall be paid a salary based upon the authorized annual increments as computed from the date of the temporary appointment. When an employee has served as provided in a higher rated position having a minimum maximum salary range for an accumulated period in excess of one year, she shall be paid the appropriate increment above the minimum rate for any additional service in that higher position.

An employee taking over a lower paid position will continue to receive her former rate of pay unless the change is due to insufficiency of work or inefficiency.

- 2105 In cases where standby service is required by the Manager, standby rates shall be two (2) hours pay at the regular rate for each eight (8) hour period of scheduled standby duty. Minimum call out rates of pay will not apply during a standby period. Overtime will be compensated for at the appropriate rate as outlined in Article 19 on the basis of time worked.

If a general holiday falls during the time an employee is on standby, she shall not receive standby pay for the first eight (8) hours of standby duty but will receive a compensating day off in lieu thereof. Two (2) hours pay at the regular rate will be paid for each additional eight (8) hour period of scheduled standby duty on a general holiday.

- 2106 When an employee is requested to stand by for less than a full shift, the two (2) hours standby pay shall be pro-rated.

- 2107 The rates of pay for various classifications for the duration of this Agreement shall be as set out in the attached salary schedule, except such changes as authorized by the President/Chief Executive Officer from time to time in the case of individual employees or groups of employees resulting from negotiations between the Centre and the Union.

The rate of pay for temporary, regular part-time and probationary employees shall not be less than the equivalent of the minimum of the same classification for permanent employees.

Each employee shall be rated on a regular basis on her job performance in accordance with the Centre's policy. Ratings received by employees shall be the basis of determining their eligibility for promotion, along with job or aptitude tests, etc., where applicable.

In the event of unsatisfactory general rating, the Manager, or her designate, shall discuss the matter with the employee concerned with a view to improving the employee's job

performance. Where any significant factor in the rating is below average, or if there has been any change in rating, the matter will also be discussed by the Manager, or his designate, with the employee. Every employee shall have the right to see his or her rating form on making such request to her Manager.

Temporary employees whose service is interrupted due to layoff and subsequent recall, and regular part-time employees shall be eligible for increments, as set forth above, upon completion of an accumulation of the equivalent of two hundred and fifty-two (252) days worked, and each accumulation of the equivalent of two hundred and fifty-two (252) days worked thereafter.

- 2108 Where an employee is hired who does not possess certain required qualification(s) and where attainment of these qualification(s) is a condition of employment, the employee shall be eligible for increments provided that she/he furnishes proof of enrolment and satisfactory progress towards the completion of the course.
- 2109 (a) When an employee reports to work, **or is called**, and is requested to work in a lower paid classification the employee shall be paid her current rate of pay.
- (b) **When an employee voluntarily works a shift in a lower paid classification, the employee shall be paid at the same increment step on the lower paid classification as they are paid on their current classification.**

#### **ARTICLE 22: PAYMENT FOR UNUSED SICK LEAVE AT TERMINATION OF EMPLOYMENT**

- 2201 Upon (i) retirement (ii) death (iii) termination of service caused by transfer of a Departmental function either in total or in part from the Centre to another administration, an employee shall be entitled, or her estate shall be entitled, as the case maybe, to receive payment or pre-retirement leave of an amount equivalent to the total of:
- (a) the number of unused sick leave days standing to her credit which were accumulated during the last five (5) years service, multiplied by the daily rate of her permanent or regular position in effect on her last day of service, and
- (b) twenty-five percent (25%) of the remainder of unused sick credits earned prior to the five (5) year period specified in section (a) above, multiplied by the daily rate for her permanent or regular position in effect on her last day of service up to a maximum of one hundred and thirty-two (132) days.
- (c) where an employee has used more sick time than the sick credits earned in the five (5) year period under section (a), the excess of sick time used must be deducted from the balance of sick credits on hand at the end of the period prior to the five (5) year period before the twenty-five percent (25%) calculation is made in part (b).



## **ARTICLE 23: LAYOFF AND RECALL**

- 2301 A layoff shall be any reduction in the workforce or any permanent reduction of an employee's normal hours of work due to lack of work.
- 2302 In the event of a layoff, employees other than probationary or temporary employees shall receive notice or pay in lieu of such notice as follows:
- (a) two (2) weeks' notice for layoff up to eight (8) weeks;
  - (b) four (4) weeks' notice for layoff of more than eight (8) weeks.

2303 When reducing staff, senior employees shall be retained, providing their qualifications and ability are sufficient to perform the required duties.

2304 If the layoff is expected to be temporary (of not more than eight (8) weeks' duration), employees shall be laid off in reverse order of seniority within the department affected.

If the layoff is expected to or actually does exceed eight (8) weeks' duration, an employee shall be entitled to exercise her Facility-wide seniority to bump into any classification within the scope of this agreement with the same or lower salary range, provided she possesses the qualifications and ability sufficient to perform the required work, or accept layoff. Any employee thus displaced shall have the same rights. For the purpose of interpreting the meaning of "same or lower salary range", it is agreed that classifications will be considered to be the same provided that the maximum of the salary range the employee is considering bumping into is within one percent (1%) of the maximum of the salary range for the position currently held by the employee.

Should the employee bump into a position with a salary range considered to be the same, she/he will be paid at the same increment level that she/he currently holds.

2305 Notice of layoff shall be given by personal service or by registered mail to the employee and a copy of the notice will be provided to the Union.

An employee who is on layoff shall not be entitled to notice of layoff when she returns to work on an incidental basis.

2306 Additional available shifts within the site of employment prior to layoff shall be offered to an employee on layoff, before casual employees, provided she possesses qualifications and ability sufficient to perform the required work. The employee on layoff will receive preferential consideration for the assignment of such shifts provided that this will not result in her/him working in excess of her/his regular EFT commitment. When an employee does not work part or all of said additional available shift(s), for any reason, payment shall be made only in respect of hours actually worked.

In the event the employee accepts additional available shifts, the provisions of the Collective Agreement shall be applicable except as modified hereinafter:

- (a) Vacation shall be calculated in accordance with Article 1503 and shall be paid at the prevailing rate for the employee on each **pay deposit**, and shall be prorated on the basis of hours paid at regular rate of pay;
- (b) Income protection accumulation shall be calculated as follows:
 

$\frac{\text{Additional available hours worked by the laid off employee}}{\text{Full-time Hours}}$	x	$\frac{\text{Entitlement of Full-time Employee}}$
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- (c) Seniority shall be calculated in accordance with regular hours worked;
- (d) The employee shall be paid four point six two percent (4.62%) of the basic rate of pay in lieu of time off on Recognized Holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each **pay deposit**;
- (e) Participation in benefit plans is subject to the provisions of each plan.

Any period of time during a layoff when the employee works additional available shifts or works in a term position shall not extend the **thirty-six (36)** month period referenced in Article 12. However, an employee on layoff who is recalled into a term position shall retain her/his right to be recalled into a permanent position while working in the term position.

2307 No new employee shall be hired until those laid off have been given an opportunity for recall to positions for which they possess the qualifications and ability sufficient to perform the required duties.

Should a laid off employee be recalled to a term position, the provisions of the Collective Agreement shall apply as modified hereinafter:

- (a) an employee who is awarded a term position which is of a lesser EFT than what she occupied immediately prior to layoff, shall continue to be entitled to consideration for the assignment of additional shifts in accordance with Article 3110 (a), providing that this will not result in her working in excess of her regular EFT commitment;
- (b) at the expiry of the term position, the employee will return to the recall list;
- (c) any vacation earned during a term position will be paid out at the end of the term position unless the employee secures another position prior to the end of it.

2308 Laid off employee shall be recalled in seniority order to vacancies in equal or lower EFT status and in equal or lower paid classifications provided they possess qualifications and ability sufficient to perform the required work. Such recall shall be made by registered

mail or by personal service and shall provide for at least one (1) week's notice to report back to work.

To be eligible for recall, prior to the employee's last shift worked, the employee must provide the Employer with her current address, and further, must inform the Employer of any address changes.

- 2309 A recalled employee must communicate with the Employer by telephone within seven (7) calendar days of notice of recall being delivered.
- 2310 The right of an employee who has been laid off to be rehired under this Agreement will be forfeited in the following circumstances:
- (a) if the person did not communicate with the Employer as specified in 2309, and
  - (b) if the person did not report to work when instructed to do so and fails to provide a written explanation satisfactory to the Employer,
  - (c) a **thirty-six (36)** month period has elapsed since the initial date of layoff.
- 2311 Laid off employees shall be entitled to apply for job vacancies other than those to which they have recall rights.
- 2312 The seniority of an employee who informs the Employer within seven (7) calendar days following notification of recall, that she declines employment in a lower classification or lower EFT than she held prior to layoff, shall not terminate for failure to report for duty in that instance.
- 2313 Employees who are absent from work due to a leave of absence for any reason shall be advised of layoff in accordance with this Agreement and shall be required to comply with all provisions of this Agreement except that they shall not be expected to return to work prior to the expiry of their leave of absence.
- 2314 Reduction in the regular working hours of any group of employees shall not be put into effect until the temporary employees in that group have been laid off.
- 2315 Temporary employees may be laid off due to insufficiency of work at any time without previous notice. As much prior notice as possible will be given before any layoff.
- 2316 Except for temporary layoffs of up to eight (8) weeks, accumulated vacation entitlement shall be paid out at time of layoff. An employee whose layoff is temporary (less than eight (8) weeks) may request payout of accumulated vacation entitlement.

## **ARTICLE 24: TRANSPORTATION ALLOWANCE**

2401 Effective January 1, 2009, employees required to use their own personal vehicle for Employer business which has been preauthorized by the Employer, shall be reimbursed in accordance with the prevailing Province of Manitoba mileage rates with a minimum payment of three dollars and fifty cents (\$3.50) per return trip.

## **ARTICLE 25: TERMINATIONS**

2501 An employee may terminate her employment with the Centre by giving four (4) weeks written notice, exclusive of vacation.

2502 Employment may be terminated with lesser notice or without notice:

- (a) by mutual agreement between the Employer and the employee, or
- (b) during the probationary period of a new employee;
- (c) in the event an employee is dismissed for sufficient cause to justify lesser or no notice.

2503 The Employer may give equivalent basic pay in lieu of notice.

2504 The Employer will make available, within seven (7) calendar days after termination, all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement.

## **ARTICLE 26: DISCIPLINE AND ACCESS TO PERSONNEL FILES**

2601 An employee may be disciplined, discharged, or suspended for just cause only upon the authority of the President/Chief Executive Officer or designate. Notwithstanding any provision contained elsewhere in the Collective Agreement probationary employees may be terminated at the sole discretion of Management provided that it is not done in an arbitrary or discriminatory manner.

2602 In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee and, when possible, shall give the employee advance notice of the nature of the complaint. The employee may be accompanied at the meeting by a Union representative if she so desires.

2603 In cases of personal misconduct, the President/Chief Executive Officer, or his designate, may provisionally suspend an employee pending a full investigation which will be conducted as hereinafter outlined. In all other instances, disciplinary action, including

suspension or discharge of all employees except those mentioned in Article 2601 hereof, will be taken only after a full investigation which will be conducted as follows:

- (a) The President/Chief Executive Officer, or his designate, will cause the employee concerned and the Union to be informed of the complaint and that a hearing will be held at a time and place determined by the Centre.
- (b) Any disciplinary action taken will be deemed to be final, subject only to the provision of Article 2605 hereof.
- (c) The employee affected will be given the opportunity to make representation at the hearing on her own behalf either personally or with the assistance of a representative of the Union, if she so desires.
- (d) The facilities of the Human Resources Department shall be available to either party, if so desired, at the hearing.

2604 The Union shall be advised in writing within a reasonable period of time of the decision, and any disciplinary action resulting from the hearing.

2605 In any case of disciplinary action the employee concerned or the Union on her behalf shall have the right of appeal as provided in Article 10 and Article 11 hereof.

In those instances where discipline is implemented by the President/Chief Executive Officer, then such appeal shall commence as laid out in Article 11.

2606 In the event of a grievance being submitted concerning the suspension of an employee, except in cases of personal misconduct, the wages of such employee shall not be withheld during the hearing of the complaint until a decision has been made by the President/Chief Executive Officer.

2607 Upon written request, an employee shall be given the opportunity to examine any document which is placed in her personnel file, provided no part thereof is removed from the file, including but not limited to, those documents which may be utilized to substantiate a disciplinary action against her, and her reply to any such document shall also be placed in her personnel file. Upon written request the employee shall also receive an exact copy of any document forming part of her file at her own expense.

2608 An employee accompanied by a Union representative if she so elects, may examine her personnel file on request within seven (7) calendar days. She shall have recourse to the grievance procedure to dispute any derogatory entry in her personnel file. The Employer agrees not to introduce as evidence any such derogatory entry at any hearing unless the employee has been made aware of its contents at the time of filing or a reasonable time thereafter.

2609 There shall be one (1) personnel file maintained by the Employer for each employee.

## **ARTICLE 27: COMMITTEES**

### **2701 Labour/Management Committee**

**The Parties agree to establish a joint Labour/Management Committee to deal with matters of mutual concern as may arise from time to time, including unresolved workload concerns as specified and documented.**

**2702 The Committee shall be composed of equal representation from the Employer and the local union with the total committee representation not to exceed eight (8) members. The local union committee may at any time have a representative from the Canadian Union of Public Employees.**

**2703 The Committee shall meet as and when required at a mutually agreeable time within ten (10) calendar days of written notice being given by either party. An agenda will be prepared by the calling party with input from the other party and shall be distributed four (4) calendar days prior to the meeting taking place.**

**2704 The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this Collective Agreement. The Committee shall not supersede the activities of any committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decision or conclusions reached in their discussions. The Committee may make recommendations to the Union and the Employer with respect to its discussions and conclusions.**

**The Parties agree that it is within the jurisdiction of the Labour/Management Committee to review and make recommendations relative to those unresolved issues relating to workload and staffing including documented workload staffing reports.**

### **2705 Workplace Safety and Health Committee**

- (a) A joint Workplace Safety and Health Committee shall exist within each site to examine all aspects of safety and health within the site. Union representation on the committee shall not exceed three (3) members who shall be appointed by the Union.
- (b) The Employer and the Union recognize the role of the local Workplace Safety and Health Committee in accordance with the *Workplace Safety and Health Act* of Manitoba and will comply with the *Workplace Safety and Health Act* of Manitoba.
- (c) The joint Workplace Safety and Health Committee shall hold meetings at regular intervals for jointly considering, monitoring, inspecting, investigation and reviewing health and safety conditions and practices within the site. The duties of the committee include:

- i) the receipt, consideration and disposition of concerns and complaints respecting the safety and health of the workers;
  - ii) participation in the identification of risks to the safety or health of workers or other persons, arising out of or in connection with activities in the workplace;
  - iii) the development and promotion of measures to protect the safety, health and welfare of the persons in the workplace, and checking the effectiveness of such measures;
  - iv) cooperation with the occupational health service, if such a service has been established by the Employer;
  - v) cooperation with a safety and health officer who is exercising his duties under the *Workplace Safety and Health Act*;
  - vi) the development and promotion of programs for education and information concerning safety and health in the workplace;
  - vii) the maintenance of records in connection with the receipt and disposition of concerns and complaints and the attendance to other matters relating to the duties of the committee; and
  - viii) such other duties as may be specified in the *Workplace Safety and Health Act* or regulations.
- (d) Minutes of Workplace Safety and Health Committee meetings shall be recorded, provided to committee members and posted on the appropriate bulletin boards.
- (e) Unresolved issues shall be referred to the President/Chief Executive Officer or designate and a response shall be provided to the Workplace Safety and Health Committee within a reasonable period of time.

**2706** Violence in the Workplace

The Employer and the Union agree that no form of violence against employees will be condoned in the workplace. Both parties will work together to recognize and resolve such problems as they arise.

Any employee, who believes a situation may become abusive, shall report same to the immediate supervisor. Every reasonable effort will be made to rectify these situations to the mutual satisfaction of the parties.

Employees are encouraged to review the Respectful Workplace Policy available through the Employer's Policy Manual. Should the Employer amend the Respectful Workplace Policy, the Employer agrees to provide the Union with a copy prior to implementation of the Policy.

## **ARTICLE 28: TECHNOLOGICAL CHANGE**

**2801** A minimum of ninety (90) days before the introduction of any technological change or changes in methods of operation which affect the conditions of employment, wage rates, or workloads, the Centre shall notify the Union of the proposed change. Any such changes shall be the subject of discussion between the Union and the Centre.

Insofar as it is practical and possible, no permanent employee shall be dismissed by the Centre because of mechanization or technological change providing she has availed herself of the Centre's retraining program as soon as such a retraining program is available. An employee who is displaced will be given the opportunity to fill other vacancies related to her skills and qualifications according to her seniority in the Department. No additional employees shall be hired by the Centre on a permanent basis until those employees concerned are notified of the proposed changes and allowed a reasonable training period to acquire the necessary knowledge and skills required for retention of their employment.

An employee who has availed herself of the Centre's retraining program shall receive her former salary on a red-circled basis for a minimum of fifty-two (52) pay periods.

## **ARTICLE 29: CHANGES IN CLASSIFICATION**

**2901** In the event that the Employer establishes or proposes to establish a new classification, or if there is a substantial change in the job content or qualifications of an existing classification and providing that the new or revised classifications falls within the bargaining unit, the Union shall receive a copy of the job description and accompanying salary range. All employees directly affected by such change shall be notified by the Employer and a copy of the revised job description will be made available at the request of the employee.

**2902** Unless the Union objects in writing within thirty (30) days following such notification, the classification and salary range shall become established and form part of Appendix "A" of this Agreement.

**2903** If the Union files written objection, then the parties hereto shall commence negotiations forthwith and attempt to reach agreement as to an appropriate salary range.

**2904** Failing agreement, the matter may be referred to arbitration in accordance with Article 11.

**2905** If the salary range of a new or revised classification is adjusted by means of negotiation or otherwise, such adjustment shall be retroactive to the date the new or revised classification came into effect.



- 2906 The Union and/or employee shall have the right to request a review of the employee's classification if she feels the duties of the job have substantially changed from those of the classification job description.
- 2907 The Employer will examine the duties of the employee, compare them with the job description and give a decision as to the validity of the request.
- 2908 If the decision given in 2907 is not satisfactory to the employee, she may then treat this request for change in classification as a grievance as laid out in Article 10.
- 2909 The job description shall be the recognized job description until the Union is notified in accordance with Article 2901 or 2910.
- 2910 If at any time the Employer changes an existing job description the employee(s) and Union will receive the revised copy of same.

**ARTICLE 30: UNIFORMS**

- 3001 Unless otherwise mutually agreed, the following shall prevail:
  - (a) In departments where uniforms are required to be worn, the Employer will provide, launder and maintain the uniform without charge to the employee.
  - (b) All uniforms remain the property of the Employer and reasonable care of uniforms is required of employees receiving them.
  - (c) The cost of such uniforms not returned upon termination shall be deducted from the employee's wages.

**ARTICLE 31: SPECIAL PROVISIONS RE: PART-TIME EMPLOYEES**

3101 Income Protection in case of Illness

Part-time employees shall accumulate income protection credits on a pro rata basis, in accordance with this formula.

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \times \text{Entitlement of a Full-time Employee}$$

- 3102 Part-time employees may claim payment from accumulated income protection credits only for those hours they were scheduled to work but were unable to work due to illness.

3103 Annual Vacations

Part-time employees shall earn vacation on a pro-rata basis in accordance with this formula:

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \times \text{Entitlement of a Full-time Employee}$$

Actual vacation entitlement will be based on years of service. Accumulated hours shall only govern the amount of vacation pay for the current vacation year.

- 3104 (a) Unless otherwise mutually agreed between the employee and the Employer, part-time employees shall receive their entitled vacation over a period of time equivalent to the vacation period of a full-time employee. A part-time employee's accrued vacation pay shall be apportioned equitably over the employee's full annual vacation entitlement, except as provided in 1511.
- (b) Part-time employees working additional shifts accrue additional vacation pay, not additional vacation time.

3105 General Holidays

Part-time employees will be paid four point six two percent (4.62%) of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each regular **pay deposit**.

General Holiday pay earned in accordance with 3105 shall be considered as paid hours for the purpose of accruing seniority.

3106 Overtime

Part-time employees shall be entitled to overtime rates when authorized to work in excess of the daily or biweekly hours of work as specified in Article 18.

3107 Increments

Salary increments for part-time employees will be granted after the completion of the appropriate yearly hours of work at the Facility until the maximum of the appropriate salary schedule is attained.

3108 Bereavement Leave

An employee shall be granted up to four (4) regularly scheduled consecutive days leave without loss of pay and benefits in the case of the death of a parent, step-parent, wife, husband, child, stepchild, brother, sister, mother-in-law, father-in-law, common-law spouse, same sex partner, daughter-in-law, son-in-law, brother-in-law, sister-in-law,

grandparent, grandparent-in-law, grandchild, former guardian, fiancé and any other relative who had recently been residing in the same household. Such days may be taken only in the period which extends from the date of death up to and including the day following interment or four (4) calendar days following the death, whichever is greater. Bereavement leave may be extended by up to two (2) additional days without loss of pay and benefits as may be necessitated by reason of travel to attend the funeral. One (1) Bereavement Leave day may be retained at the employee's request for use in the case where actual interment or cremation is at a later date.

3109 Assignment

A part-time employee shall be assigned and committed to work for the number of hours as agreed to in writing at the time of employment or as subsequently revised by mutual agreement **in consultation with the Union**.

- 3110 (a) Part-time employees who indicate in writing to the Employer that they wish to work additional hours shall be offered such work when available providing they are able to perform the required duties. Such additional hours shall be allocated in accordance with Centre Policy. It is further understood that such additional hours shall be offered only to the extent that they will not incur any overtime costs to the Employer.
- (b) Should the part-time employee as described in (a) above refuse to report for work on three (3) occasions in a calendar year when requested and without an explanation satisfactory to the Employer, she will henceforth be offered additional hours at the sole discretion of the Employer.
- (c)
1. Where a part-time employee is unable to work all or part of an additional casual shift for any reason, payment shall be made only in respect of hours actually worked.
  2. Additional casual hours worked by a part-time employee shall be included in the determination of seniority.
  3. Additional casual hours worked by a part-time employee shall be included when determining an employee's earned vacation, accumulated income protection credits, and general holiday pay in accordance with Article 3105.
  4. No benefits other than those referenced in 2. and 3. above shall be based on additional casual shifts.
  5. When a part-time employee is scheduled to work additional shifts for a period of time as described under Article 703 (a), she shall be entitled to income protection benefits and bereavement leave.

- (d) A part-time employee who works additional available hours in a lower paid classification shall be remunerated in accordance with Article 1405. An employee who works additional available hours in a higher classification shall be remunerated in accordance with Article 1404 (a).

**3111 Callback**

**A part-time employee required to report back to work outside her regular working hours shall be paid at the applicable rate of pay for all hours worked or a minimum of three (3) hours whichever is greater. Where an employee is called in within two (2) hours prior to the commencement of her next scheduled shift she will be paid at the applicable rate of pay for all time worked prior to the starting time of the next scheduled shift.**

**3112 Compassionate Care Leave**

An employee shall receive compassionate care leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) An employee must have completed at least thirty (30) days of employment as of the intended date of leave.
- (b) An employee who wishes to take a leave under this section must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (c) An employee may take no more than two (2) periods of leave, totalling no more than eight (8) weeks, which must end no later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
  - 1) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
    - (i) the day the certificate is issued, or
    - (ii) if the leave was begun before the certificate was issued, the day the leave began; and
  - 2) the family member requires the care or support of one (1) or more family members.

The employee must give the Employer a copy of the physician's certificate as soon as possible.

- (e) A family member for the purpose of this article shall be defined as:
  - (i) a spouse or common-law partner of the employee;
  - (ii) a child of the employee or a child of the employee's spouse or common-law partner;
  - (iii) a parent of the employee or a spouse or common-law partner of the parent;
  - (iv) or any other person described as family in the applicable regulations of the *Employment Standards Code*.
  
- (f) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
  
- (g) Seniority shall accrue as per Article 1203 (c) and 1205 (d). (unpaid leaves)
  
- (h) Subject to the provisions of 1303 (b), an employee may apply to utilize income protection to cover part or all of the two (2) week Employment Insurance waiting period.
  
- (i) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Bereavement Leave as outlined in Articles 1711, 1712 and 3108.

**ARTICLE 32: SPECIAL PROVISIONS RE: PART-TIME EMPLOYEES OCCUPYING MORE THAN ONE POSITION**

Notwithstanding the provisions provided elsewhere in this Agreement, it is agreed that the following will apply to employees occupying more than one (1) part-time position. It is understood that the occupying of more than one position may occur within the site(s) of the Employer.

3201 Part-time employees shall be eligible to apply for and be awarded more than one (1) part-time position. Where it is determined that it is not feasible for the successful applicant to work in more than one position, the successful applicant will have the option of assuming the position applied for and relinquishing her former position. If approved it is understood that at no time will the arrangement result in a violation of this Agreement or additional cost to the Employer.

3202 At no time shall the sum of the positions occupied exceed the equivalent of one (1) EFT.

- 3203 Where the sum of the positions occupied equals one (1) EFT, the status of the employee will continue to be part-time (i.e., the status will not be converted to full-time), and the provisions of Article 31 will apply based on the total of all active positions occupied, unless otherwise specified in this Article.
- 3204 All salary and benefit plans shall be applied on the basis of all regular hours worked.  
\*excludes Riverview Health Centre Dental Plan and Vision Plan
- 3205 Seniority, vacation, income protection and retirement bonus shall be accrued on the basis of regular hours worked.
- 3206 Requests for scheduling of such absences as vacation, paid or unpaid leaves of absence shall be submitted to each department/site supervisor/manager and will be considered independently based on the operational requirements of each department/site.
- An employee on an approved vacation in one position, and working in the second position shall be paid at straight time rates for regular hours worked in that position.
- 3207 Employees taking on an additional position will be subject to a six (6) month trial in accordance with Article 1403.
- 3208 Where an approved arrangement is subsequently found to be unworkable by the Employer, upon two (2) weeks' written notice, the affected employee will be required to relinquish one (1) of the positions occupied. The employee shall have the option of being offered additional available shifts in the same occupational classification and at the same site where the position was relinquished and in the same manner as laid off employees are offered such shifts under Article 2306. Such preferential consideration shall apply for a period of one (1) year or until such time as the employee secures an alternate position, whichever comes first.
- 3209 Where an approved arrangement is later found to be unworkable by the employee, she shall be required to give two (2) weeks' written notice, exclusive of vacation, that she wishes to relinquish one of the positions held.
- 3210 The provisions of 1801 may be waived by mutual agreement between the Employer and the employee.

### **ARTICLE 33: SPECIAL UNDERSTANDING RE: CASUAL EMPLOYEES**

- 3301 The words "casual employee" shall mean a person who replaces an absent employee or is called in to supplement staff coverage in emergency situations. The terms of this Agreement shall not apply to such casual employee, except:
- (a) Casual employees shall receive vacation pay biweekly at the rate of six percent (6%) of the regular hours worked in a biweekly pay period.

- (b) Casual employees shall be paid not less than the start rate of the position to which they are assigned.
- (c) Casual employees shall be entitled to the shift premium(s) outlined in Article 20.
- (d) Casual employees required to work on a general holiday shall be paid at the rate specified in Article 1602.
- (e) Casual employees shall be entitled to compensation for overtime worked in accordance with Article 1901, 1902(a), (b) and (d).
- (f) Casual employees shall be entitled to retroactive salary increases on the same basis as full-time and part-time employees as stated in Article 2.
- (g) The Employer agrees to deduct Union dues in an amount specified by the Union in any pay period for which the casual employee received any payment in accordance with Article 4.
- (h) In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.
- (i) A casual employee reporting for work as requested by the Employer and finding no work available shall be guaranteed three (3) hours pay at her basic rate of pay.
- (j) Casual employees shall commence accruing seniority for the purpose of vacancy selection only. Where the casual employee does not achieve permanent status, accrual of seniority shall also include any hours worked in a term position or hours worked in the probationary period of a permanent position. Where a vacancy is not awarded to a permanent employee in accordance with Article 1202, the position shall be awarded to the most senior casual applicant within the site subject to the employee being able to meet the physical requirements of the job, having the necessary qualifications and a good employment record. The seniority hours accrued during the period of casual employment shall not be carried over to a permanent employment.
- (k) Casual employees will be paid four point six two percent (4.62%) of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each regular **pay deposit**.
- (l) A full-time or part-time employee who resigns and who, within thirty (30) calendar days, is re-hired as a casual employee shall be paid at the same increment step as she received in her former position.
- (m) Articles 10 and 11 herein apply only with respect to the terms of this article.

**ARTICLE 34: TECHNICAL INFORMATION**

3401 The Centre shall make available to the Union, on request, information required by the Union such as job descriptions, positions in the bargaining unit, wage rates.

**ARTICLE 35: LONG SERVICE PAY**

3501 All employees covered by this Agreement shall receive service pay for each month of actual employment as hereinafter provided:

- \$7.50 per month after completion of 5 years service
- \$15.00 per month after completion of 10 years service
- \$22.50 per month after completion of 15 years service
- \$30.00 per month after completion of 20 years service
- \$37.50 per month after completion of 25 years service
- \$45.00 per month after completion of 30 years service

The service pay shall be paid annually on or before pay period #26 in the current year.

For the purpose of this Article the following shall apply:

- (a) Employees leaving the service of the Centre for any reason on or before the 15<sup>th</sup> day of any month shall not be entitled to service pay for that month.
- (b) Employees commencing employment after the 15<sup>th</sup> day of any month shall not be entitled to service pay for that month.
- (c) In order to determine the length of service for temporary employees, 21 days shall constitute one month and 252 days shall constitute one year.

**ARTICLE 36: PROTECTIVE CLOTHING/TOOL ALLOWANCE**

3601 Employees in the following classifications shall be provided, in December of each year, with an annual tool allowance as specified below for maintenance of their required tools. If the number of months an employee works within the eligible classifications is less than twelve (12) months then the tool allowance shall be reduced proportionately.

The following rates will apply:

Painter	\$60.00
Operating Engineer/Systems Maintenance Technicians/Mechanic	\$80.00
Electrician/Electronic Technician	\$120.00
Plumber	\$140.00



Effective January 1, 2010, the following rates will apply:

Painter	\$80.00
Operating Engineer/Systems Maintenance Technicians/Mechanic	\$100.00
Electrician/Electronic Technician	\$140.00
Plumber	\$160.00

- 3602 Where the Employer requires that safety shoes be worn, the employee will be provided with a safety shoe allowance to a maximum of seventy-five dollars (\$75) (one hundred dollars (\$100) effective January 1, 2009) per year upon presentation of a receipt. New employees will receive the allowance upon completion of their probationary period. An employee must wear safety shoes at all times while at work.

### **ARTICLE 37: DAMAGE TO PERSONAL PROPERTY**

- 3701 Employees will be compensated for damage to personal property while on duty. All such claims shall be individually assessed and no reasonable and legitimate claims shall be refused.

### **ARTICLE 38: INSURANCE COVERAGE**

- 3801 The Employer shall provide liability insurance coverage under the terms and conditions of the insurance provider.

### **ARTICLE 39: OVERPAYMENTS**

- 3901 The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than twelve (12) months from date of discovery, provided:
- (a) Once the error is discovered, notice and a detailed breakdown of the error is given by the Employer to the affected employee and the Union as soon as practicable;
  - (b) The proposed recovery is made in as fair and reasonable a manner as possible; and,
  - (c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and employee.

In the event the employee retires from, or leaves the employ of the Employer before the Employer is able to fully recover an overpayment as contemplated in this Article, the

Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that employee and reduce accordingly any payments that might be owing to that employee to recover the overpayment.

**3902** The Employer shall notify the employee of an overpayment error by letter within ten (10) business days of discovery.

Where the value of overpayment is ten percent (10%) or less of the employee's normal biweekly gross earnings and is less than one hundred and fifty dollars (\$150.00), a detailed breakdown and a proposed recovery schedule will be included with the letter to the employee and a copy provided to the Union.

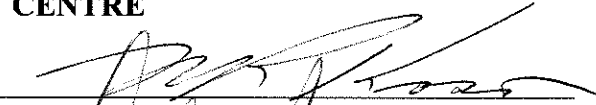
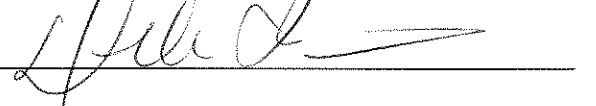
For payments that exceed ten percent (10%) of the employee's normal biweekly gross earnings and is more than one hundred and fifty dollars (\$150.00), a detailed breakdown of the error will be included with the letter and a meeting will be scheduled with the employee and the Union to discuss a proposed recovery schedule as soon as practicable.

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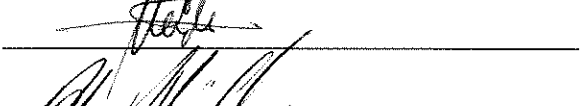
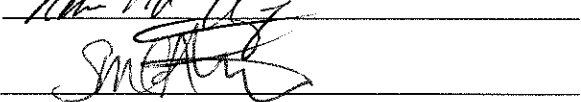
IN WITNESS WHEREOF the parties hereto have executed these presents duly attested by their proper officers respectively on their behalf.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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MK:cbc/cope 491  
18-Feb-16

**THIS DOCUMENT REPRESENTS AGREEMENT REACHED WITHOUT  
PREJUDICE TO LOCAL ISSUES**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

<b>Article</b>	<b>Response</b>
Schedule "A"	<p>(Except for those classifications tied to Professional/Technical sector or Trades sector.)</p> <p><b>Effective April 1, 2012: Increase hourly rate by 0%</b>  <b>Effective April 1, 2013: Increase hourly rate by 0%</b>  <b>Effective April 1, 2014: Increase hourly rate by 2.50%</b>  <b>Effective April 1, 2015: Increase hourly rate by 2.50%</b>  <b>Effective April 1, 2016: Increase hourly rate by 2.00%</b></p>
Long Service Step	<p><b>1. Effective October 1, 2014, (October 1, 2012, for all nursing/professional-technical classifications as per existing LOUs) a Long Service Step equivalent to two percent (2%) shall be added to Schedule "A". Employees shall be eligible for the Long Service Step identified in Schedule "A" upon completion of the following:</b></p> <p style="padding-left: 40px;"><b>(i) Twenty (20) or more years of continuous service; and</b>  <b>(ii) The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.</b></p> <p><b>2. Employees who do not meet the above criteria on October 1, 2014, shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in #1 above.</b></p> <p><b>Note: For the purpose of #1 and #2 continuous service shall be calculated based on continuous calendar years of service in an EFT position (full-time, part-time, or term).</b></p>
General Wage Standardization Fund	See Letter of Understanding for details.

**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**RIVERVIEW HEALTH CENTRE**  
**AND**  
**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**  
**RE: CHANGES IN STAFFING LEVELS**

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The Riverview Health Centre makes the following commitment, and the two parties agree, that changes in staffing levels resulting from changes in methods of operation (excepting the transfer of functions to other governmental jurisdictions) shall wherever reasonably possible be accommodated through attrition.

Where such changes cannot be dealt with through attrition, the Centre will make every possible effort to reassign the employee affected to an equivalent position at a comparable rate of pay within the Centre in accordance with the Centre's past practice. In those instances where reassignment to an equivalent position is not practicable, Article 23 and 18 of the Collective Agreement shall apply.

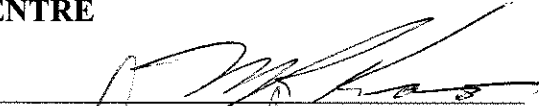
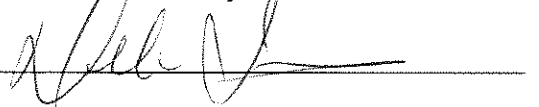
Any redeployment and/or reassignment will be done in consultation with the Union to address such issues as seniority in "new" positions and "crossing" of seniority lines.

Work which is of a seasonal, limited term, or part-time nature and which is normally subject to operating requirements of Centre Departments shall be dealt with in accordance with Article 23 and 12. In recognition of the Union's concerns in these areas, a Joint Committee comprised of three (3) representative of the Centre and three (3) representatives of CUPE, Local 500, will be struck within 90 days of ratification of this Collective Agreement. The Committee will examine and discuss concerns regarding the employment of seasonal, limited term and part-time personnel. This Committee shall meet within thirty (30) days of the written request of a Committee member and as frequently thereafter as the Committee deems appropriate.

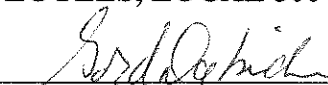
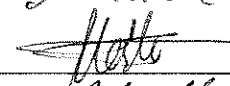


This Letter of Understanding shall apply as at the date of ratification of the Collective Agreement, and shall continue in effect only until the expiry of the Collective Agreement. It may be renewed or extended with the agreement of both parties.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

  
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18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: SUPPLEMENTARY AGREEMENTS**

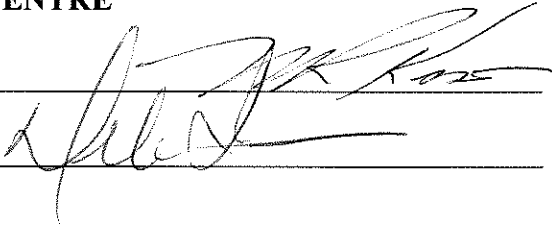
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The parties agree that upon request of either party, supplementary agreements may be negotiated during the life of the agreement to deal with issues specific to the parties. Such agreements shall be subject to the approval of the President/Chief Executive Officer and shall not vary or change in any respect the intent or meaning of the conditions of this agreement.


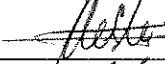


When notice of termination of General Agreement has been given by either party in accordance with Article 2, notice shall likewise be notice of termination of all Supplementary Agreements.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
  
  
  
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18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: BANKING OF COMPENSATING TIME OFF IN LIEU OF PAYMENT**

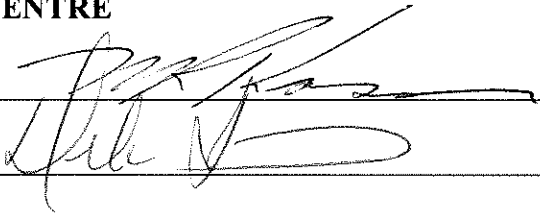
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The two (2) parties agree that standby pay and callback time incurred for weekends and statutory holidays by Laboratory staff may be accumulated to a maximum of forty (40) hours to be used as time off only in lieu of payment prior to December 31<sup>st</sup> of any year.

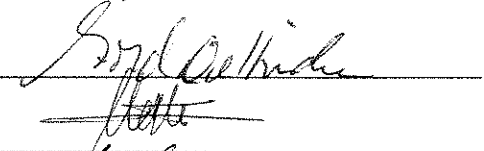

This Letter of Understanding shall apply until the expiry of the Collective Agreement. It may be renewed or extended with the agreement of both parties.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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18-Feb-16

**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**RIVERVIEW HEALTH CENTRE**  
**AND**  
**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**  
**RE: REDEPLOYMENT PRINCIPLES**

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1. Purpose:

- 1.01 The parties agree to work to develop employment security strategies to reduce the negative impact on employees affected by the restructuring of the health services system. The parties agree to strive towards consistency and timeliness in implementing this Letter of Understanding.
- 1.02 It is agreed by the parties that this Letter of Understanding shall work in concert with the provisions of the applicable Collective Agreements of the unions involved and shall be supplementary to same.
- 1.03 All terms and conditions of Collective Agreements and personnel policies and procedures of the receiving facility shall apply to the incoming employee except those terms and conditions of the Collective Agreement that have been abridged by this Letter of Understanding.
- 1.04 This Letter of Understanding governs the movement of laid off employees and/or the movement of positions between bargaining units of the above-mentioned unions and Employers.
- 1.05 For the purposes of this Letter of Understanding “receiving agreement(s)” shall mean the Collective Agreement applicable to the certified bargaining unit which is the recipient of transferred positions/employees. Conversely, the “sending agreement(s)” shall mean the Collective Agreement applicable to the certified bargaining unit where the position/employee originated.
- 1.06 All particulars of job opportunities at receiving facilities will be made available to the unions as they become known to the above-mentioned Employer.
- 1.07 “Centre Redeployment List” means a list of employees who have been laid-off from a participating employer. Those on this list may apply for and receive preferential consideration for new and vacant in-scope positions at another participating employer, as set out in 4.02 herein.



Manitoba Council of Health Care Unions (MCHCU) will be provided with a copy of the Central Redeployment List, with an updated list provided on a continuing basis.

2. Seniority:

- 2.01 Employees shall accumulate seniority according to the terms of the applicable Collective Agreement.
- 2.02 Employees without a Collective Agreement shall not have seniority rights.
- 2.03 Transfer of Seniority: The affected employer(s) and affected union(s) shall meet to determine any provisions for a transfer of seniority between bargaining units.

3. Trial Period:

- 3.01 Employees who move to a new bargaining unit/employer may be required to serve a trial period in accordance with the Collective Agreement in the receiving facility. If unsuccessful in the trial period, the employee shall return to the Central Redeployment List and to the recall list of the sending employer.

4. New and Vacant Positions:

- 4.01 All new and vacant in-scope positions shall be filled in accordance with the terms of the Collective Agreement and that bargaining unit, unless otherwise mutually agreed between affected employers and affected bargaining units/unions.
- 4.02 When a new or vacant in-scope position is not filled by an internal employee as specified in 4.01, the receiving facility within a region, as defined in Appendix VII, shall give preferential consideration to qualified applicants from the same region who are on the Central Redeployment List.

If there are no applicants/no qualified applicants from the same region, the receiving facility shall provide preferential consideration to qualified applicants from other regions who are on the Central Redeployment List.

The following provisions shall apply in filling the vacancy:

- (a) employees on the Central Redeployment List shall be listed in order of seniority [as per “sending” Collective Agreement(s)];
- (b) subject to 4.01, selection shall be made from applicants on the Central Redeployment List as described above. Copies of the above-mentioned new or vacant in-scope position postings will be sent as they occur to the MCHCU and participating employers (process to be established);

- (c) seniority shall be applicable to the selection in accordance with the receiving Collective Agreement;
- (d) in assessing an employee's history only formally documented material contained in the employee's personnel file will be considered;
- (e) receiving facilities job description applies vis-à-vis qualification requirements;
- (f) once an employee has been permanently redeployed and has completed the trial period with a receiving employer, she/he shall relinquish any recall rights to her/his former employer unless she/he is laid off from the receiving employer. Should an employee be laid off from the receiving employer, she/he will be placed back on the recall list with the sending employer for the balance of time she/he would have been on the recall list. She/he will also have recall rights in accordance with the Collective Agreement of the receiving employer and be placed back on the Central Redeployment List. For the purposes of the Central Redeployment List, an employee's seniority shall be the cumulative seniority from the original sending employer and the original receiving employer.

5. Transfer of Service/Merger/Amalgamation:

- 5.01 In the event of a transfer(s) of service/merger/amalgamation, the affected employer(s) and unions shall meet to determine whether employees should have the opportunity to move with the service or department to the receiving facility, to the extent that such positions are available.

6. Portability of Benefits:

The following benefits are portable:

- 6.01 Accumulated income protection benefits/sick leave credits.
- 6.02 Length of employment applicable to rate at which vacation is earned.
- 6.03 Length of employment applicable to pre-retirement leave. NOTE: Deer Lodge Centre limits payment of pre-retirement leave to service acquired since April 1, 1983. Incoming employees would retain original service date for this purpose.
- 6.04 Length of employment for the purpose of qualifying to join benefit plans, e.g., two (2) year pension requirement.
- 6.05 Benefits: An incoming employee is subject to the terms and conditions of the receiving facility benefit plans, however, normal waiting periods would be waived subject to the applicable benefit plans' terms and conditions.

6.06 Salary Treatments:

- (a) If range is identical, then place step-on-step:
- (b) If the range is not identical, then placement will be a step on the range which is closest (higher or lower) to the employee's salary at the time of layoff.

NOTE: No red-circling provision except for Deer Lodge Centre employees who were guaranteed provisions as contained in the "Transfer Agreements" for the 1983 and 1987 transfer from federal to provincial jurisdiction and for whom the red circling provisions were in place prior to the inception of the Letter of Understanding.

6.07 Upon hire of an employee from the Central Redeployment List, the receiving employer agrees to confirm in writing to the employee all benefits, including seniority where applicable, which were transferred from the sending employer under this Letter of Understanding.

7. Other Conditions:

- 7.01 Hours of service since last increment is not portable for purposes of calculating next increment, if applicable.
- 7.02 Salary and vacation earned to date to be paid out by sending employer.
- 7.03 Banked time including overtime bank, stat bank, to be paid out by sending employer.

8. Training:

8.01 The parties agree that provisions for training will be dealt with by the Joint Provincial Labour Adjustment Committee.

9. Duration of Letter of Understanding:

9.01 The Letter of Understanding shall be in full force and effect for a twelve (12) month period commencing date of signing. In the event that any one of the parties signatory to the Letter of Understanding wishes to terminate its participation in this Letter of Understanding, it shall give sixty (60) days written notice to the other parties.

10. Appeal Panel:

10.01 Should a dispute(s) arise between a participating union(s) and a participating employer(s) regarding the application, interpretation or alleged violation of this Letter of Understanding, the parties concerned shall meet and attempt to resolve the dispute(s) through discussion.

Should the dispute remain unresolved, any party to the dispute may refer the matter(s) to an Appeal Panel composed of:

- Two (2) persons from Participating Employers who are not directly involved in the dispute.
- Two (2) persons from the Participating Unions who are not directly involved in the dispute.

The Appeal Panel shall set its own procedures for hearing the dispute and may accept any evidence that it deems appropriate.

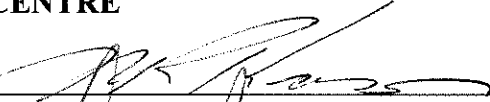

Only lay advocate(s) shall be utilized by each party to the dispute in the presentation of its case.

The Appeal Panel shall make every effort to mediate the dispute to resolution.

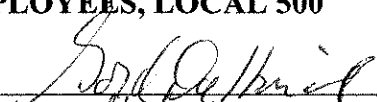
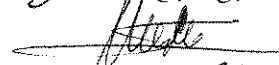
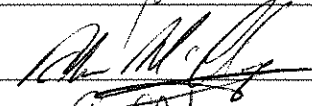

Should efforts to mediate fail, the Appeal Panel shall submit its written recommendation(s) for settlement to the parties concerned within fourteen (14) calendar days.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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18-Feb-16

The Letter of Understanding on redeployment Principles represents a tentative agreement reached November 24, 1992, in a Committee representing Employers and Unions.

**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**RIVERVIEW HEALTH CENTRE**  
**AND**  
**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**  
**RE: REASONABLE ACCOMMODATION/RETURN TO WORK**

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Reasonable Accommodation

The parties recognize that the Manitoba *Human Rights Code* establishes a reasonable accommodation requirement to the point of undue hardship, in order to accommodate the special needs of any person or group where those needs are based on the protected characteristics as set out in the Manitoba *Human Rights Code*.

The Employer and the Union are committed to reasonable accommodation in a manner that respects the dignity of the employee. Reasonable Accommodation is the shared responsibility of employees, the Employer and the Union.

Where a need has been identified, the parties will meet to investigate and identify the feasibility of accommodation that is substantial, meaningful and reasonable to the point of undue hardship.

Where necessary, relevant provisions of the Collective Agreement may, by mutual agreement between the Union and the Employer, be waived.

When an accommodation is being implemented, the Employer and the Union agree to provide an orientation to affected employees concerning the principles of Reasonable Accommodation and the nature of the accommodation being implemented.

In the event the accommodation results in the employee being moved to a higher classified position, her new salary shall be determined in accordance with Article 1404.

In the event the accommodation results in the employee being moved to a lower classified position, her new salary shall be determined in accordance with Article 1405.

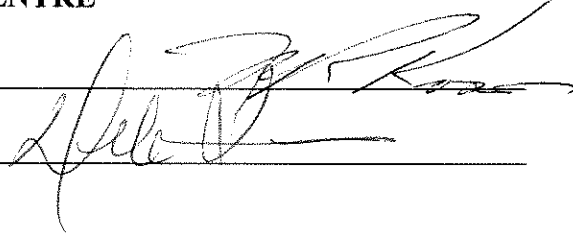
Return to Work

The Employer, the Union and employee(s) share a mutual concern for facilitating the return to work of ill, injured or disabled employees. The Union shall be notified of any return to work initiatives with respect to any employee. The applicable parties shall meet to ensure the employee is clear on all the details and provisions of the return to work and that the work

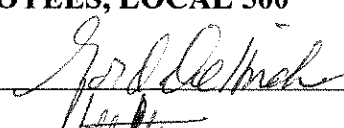
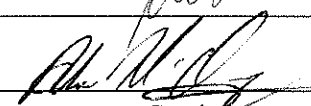
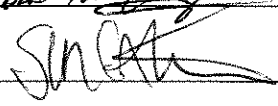
designated is within her restrictions and limitations as documented by a qualified medical practitioner.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: MODIFIED SHIFTS OF LESS THAN REGULAR HOURS OF WORK**

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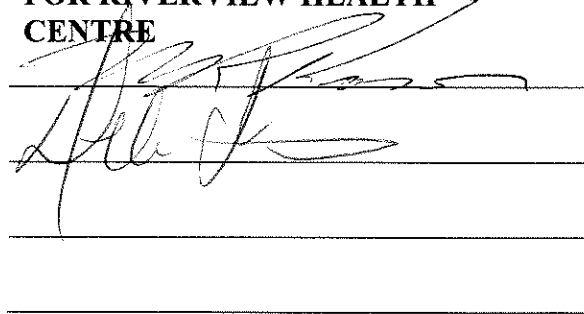
The Employer and the Union mutually agree that the following conditions shall apply to shifts of less than seven and three-quarter (7.75) hours or seven and one-half (7.5) hours, as the case may be (hereinafter referred to as "regular hours of work").

1. The terms and conditions of the Collective Agreement shall apply to part-time employees working shifts of less than regular hours of work except as provided thereafter.
2.
  - Shifts of three (3.0) to five (5.0) paid hours shall include one (1) fifteen (15) minute rest period.
  - Shifts of greater than five (5.0) paid hours up to and including six (6) paid hours shall include one (1) fifteen (15) minute rest period and exclude one (1) thirty (30) minute unpaid meal period.
  - Shifts of greater than six (6) hours up to the regular hours of work shall include two (2) fifteen (15) minute rest periods and exclude one (1) thirty (30) minute unpaid meal break.
3. In the event that an employee is required to work beyond the end of her scheduled shift, she shall be paid for all hours worked beyond the shift at her basic salary up to the regular hours of work. Overtime rates of pay shall be applicable for time worked in excess of regular hours work, in accordance with Article 1901.

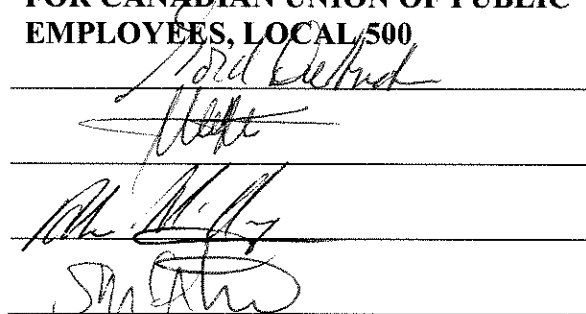
Note: Paragraph 2 does not preclude the Employer from establishing a shift of less than three (3) hours.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**



**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**



MK:cbc/cope 491 / 18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

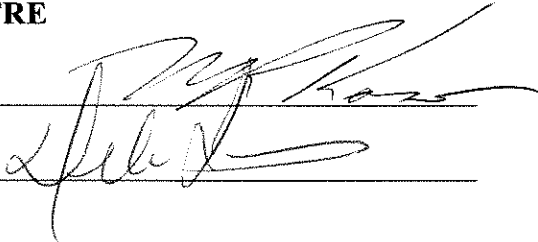
**RE: ACCRUAL OF SENIORITY ON GENERAL HOLIDAY PAY (Article 3105)**

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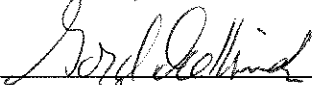
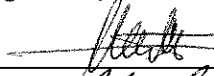

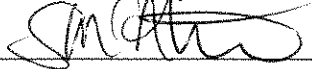
The parties agree that general holiday pay earned in accordance with Article 3105 shall be considered as paid hours for the purposes of accruing seniority.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
  
  
  
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MK:cbc/cope 491  
18-Feb-16



**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: WINNIPEG REGIONAL HEALTH AUTHORITY**

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WHEREAS the Winnipeg Regional Health Authority may in the future provide services to the Employers as part of continuing health reform initiatives;

AND WHEREAS the above initiatives may impact upon the employment security of employees covered by this Agreement;

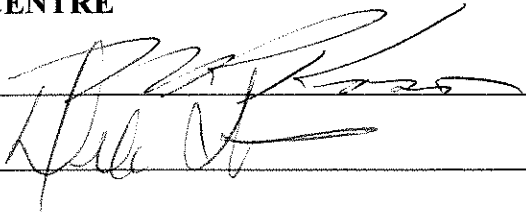
AND WHEREAS the Employer and the Union desire to assist employees who may be directly impacted by such initiatives;

IT IS THEREFORE AGREED THAT:

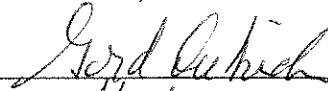
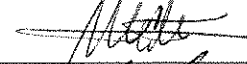

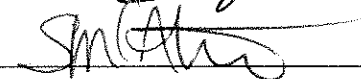
- (i) The Employer will provide pertinent information to the Union in a timely manner as it becomes available;
- (ii) The Employer and the Union will meet to discuss matters of mutual concern and agree to make every effort to examine all possible options, including, but not limited to, redeployment issues.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: GENERAL WAGE STANDARDIZATION FUND**

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The Parties recognize the importance of wage standardization for classifications performing the same duties.

In order to rectify identified inequities, a “General Wage Standardization Fund” will be provided and allocated as follows:

Phase I

- May 1, 2003 = \$2,590,000 (includes 0.60% standardization increase for all – compounded)
- May 1, 2004 = \$1,230,000
- May 1, 2005 = \$1,230,000

Phase II

- April 1, 2006 = \$5,840,000 (total amount for utilization on a sectoral basis)\*
- April 1, 2007 = \$5,840,000 (total amount for utilization on a sectoral basis)\*
- March 31, 2008 = \$3,000,000 (total amount for utilization on a sectoral basis)
- March 31, 2009 = \$3,000,000 (total amount for utilization on a sectoral basis)

\*Note: Standardization Funds identified in the previous Collective Agreement are included in sectoral value.

PRINCIPLES:

i) Distribution of General Wage Standardization Fund:

Phase I

Salaries are to be increased in accordance with the following:

% of total differential between existing salary rate and target salary rate to apply =

- May 1, 2003 = complete
- May 1, 2004 = 10.08%
- May 1, 2005 = 10.08%

Phase II

Salaries are to be increased in accordance with the following:

% of remaining differential between existing salary rate and target salary rate to apply =

- April 1, 2006 = 36.87%
- April 1, 2007 = 36.87%
- March 31, 2008 = 18.94%
- March 31, 2009 = 7.32%. The intent of the Wage Standardization process and monies, provided for in the Manitoba Health Care Support Collective Agreements, is to complete Wage Standardization across the support sector by March 31, 2009.

Note: Wage Standardization adjustments to be applied prior to economic wage increases.

ii) Phase I – Method for calculation of retroactive payment:

Payments for employees working in classifications receiving wage standardization adjustments should be calculated as follows:

- 1) Apply percentage referenced above to total differential.
- 2) Multiply result of one (1) above times number of eligible paid regular hours in the 12-month period.

Example:      Percentage = 10.08%  
                  Total differential = \$1.50  
                  # Eligible Paid Regular Hours = 1000

Calculation = 10.08% x \$1.50 x 1000 = \$151.20

Retroactivity will apply only to employees on staff at date of ratification of the Collective Agreement and those who have retired prior to date of ratification in accordance with the terms and conditions of applicable Employer pension plan. Retired employees must apply in writing for retroactivity.

iii) a six (6) step salary scale will be established effective April 1, 2006:

<u>Start</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Exclusions:	Health Care Aide – Untrained Activity Aide – Uncertified Trades classifications Professional/Technical classifications Nursing classifications 'NO MATCH' classifications				

iv) a three percent (3%) differential will be established between each step on the salary scale (scale built from agreed to target top rate working downwards) for all salary scales created through Wage Standardization (except for exclusions listed above);

- v) for the purpose of implementation of newly established salary ranges, methodology for step placement will be as follows:
- (a) Placement onto newly established scale at nearest step affording an increase.
  - (b) Cannot result in placement on standard scale at a lower step than current step on scale.
  - (c) Where current scale has a lesser number of steps than newly established scale, previous years of service shall be recognized through placement. Previous service years to be determined with use of Article 2104 (Note: or applicable article number). Illustration of step placement provided in Example 2.
  - (d) Where the current scale has greater than 6 steps, those employees at Step 6 and above shall be placed at Step 6 of the newly established scale. Illustration of step placement provided Example 3.

Example 1

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5
	↓	↓	↓	↓	↓	↓
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5

Example 2

Incumbents may be placed onto 'New Scale' at either Step 4 or Step 5. Placement onto Step 5 conditional upon meeting criteria of v) (c) above, and Article 2104 of Collective Agreement. i.e. If the employee has been paid on current Step 4 for greater than one (1) anniversary period, employee will be placed at Step 5 on new scale.

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	
	↓	↓	↓	↓	↓	
					↘	
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5

Example 3

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	↓	↓	↓	↓	↓		↙
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5	

- vi) Present Incumbent Only (PIO):
- (a) Where it has been determined that the salary of an employee is higher than that of the standard salary range, that employee will be treated as follows:

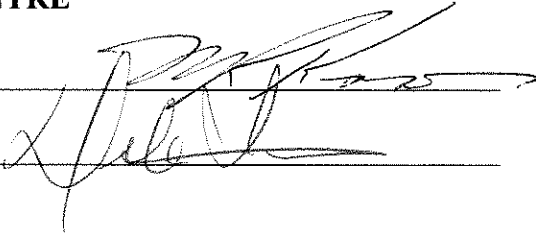
All employees employed on the date that the new salary range is implemented will continue to be paid on the current salary range and will continue to receive increment increases and negotiated economic wage increases while they remain in their current classification. This also applies to employees who apply for and receive another position within their classification or who bump into another position within their classification.

- (b) Where an Employer's maximum salary rate has been established as the target top of scale rate, the standard scale will be introduced for new hires. Existing salary scale will continue on a Present Incumbent Only (PIO) basis.
- vii) Existing Red-Circled and Present Incumbent Only (PIO) Salaries:
- Any positions or employees currently red-circled or PIO'd will be addressed in the following manner:
- (a) Red-circled and PIO rates/positions or employees where current maximum salary rate no longer equals or exceeds maximum rate of established standard salary scale (when implemented), will no longer be red-circled or PIO'd.
  - (b) Red-circled and PIO rates/positions or employees where current maximum salary rate continues to be greater than or equal to the established standard salary scale (when implemented), will continue to be red-circled or PIO'd.
  - (c) Where an employee resigns from a classification identified as red-circled or PIO'd and subsequently returns to the same classification, the employee will be placed on the standard salary scale in accordance with the Collective Agreement.
- viii) positions identified as unique (i.e. *'NO MATCH'* or no comparison to other health support classifications) are not eligible for standardization adjustments. Existing scale is to be maintained.
- ix) future salary increments to be processed in accordance with Collective Agreement Article 2104. (Note: or applicable article number.)
- x) should standardization be achieved before the fund is fully expended, the parties agree that the terms of the letter of agreement have been met.

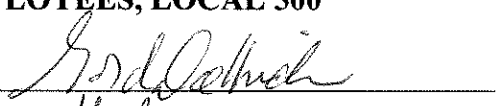
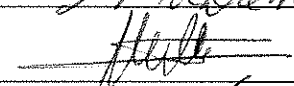
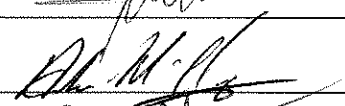
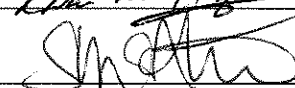
Matters contained in this Letter of Understanding shall not be subject to the grievance and arbitration procedure.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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MK:cbc/cope 491  
18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

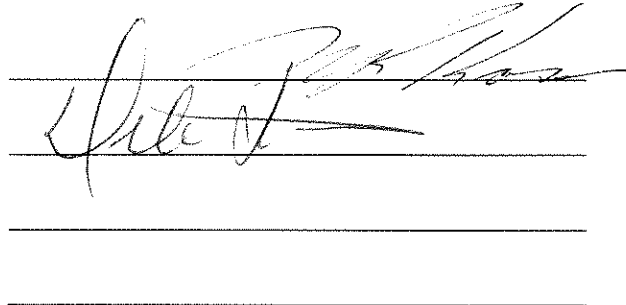
**RE: MASTER AGREEMENT**

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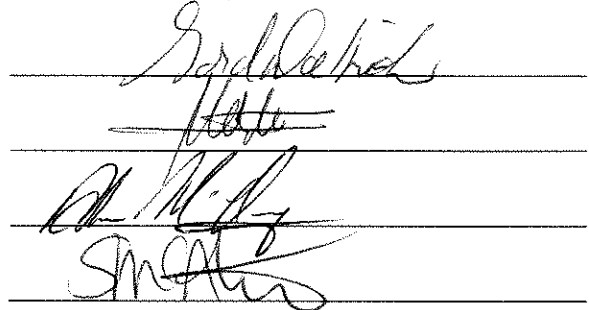
With the exception of local issues negotiated outside of this Master Agreement, the parties agree where there appears to be an error or discrepancy in the wording of a local agreement, reference shall be made to this Master Agreement which was signed on behalf of the parties by representatives of the Labour Relations Secretariat and Canadian Union of Public Employees.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**



**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**



MK:cbc/cope 491  
18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**CUPE LOCAL 500 AND RIVERVIEW HEALTH CENTRE  
CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE  
CUPE LOCAL 1599 AND GRACE HOSPITAL  
CUPE LOCAL 1973 AND CONCORDIA HOSPITAL  
CUPE LOCAL 2509 AND SEVEN OAKS GENERAL HOSPITAL  
CUPE LOCAL 4641 AND WRHA – NUTRITION & FOOD SERVICES –  
REGIONAL DISTRIBUTION FACILITY**

**RE: STAFF MOBILITY**

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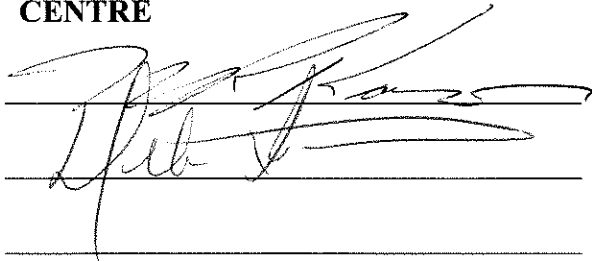
It is agreed that should it be necessary to transfer employees with programs from one facility to another in accordance with the provisions of Article 5A, the Employer shall endeavour to the greatest degree possible, to transfer such employee into a position which is within .2 of the EFT of the position occupied by the employee at the sending facility.

It is further agreed that should it be necessary to temporarily transfer employees from one facility to another due to extreme or emergency circumstances, in accordance with Article 5B as much notice as possible shall be provided to such employee. Should the temporary transfer be required during the course of a scheduled shift, travel time from the sending to the receiving facility shall be considered time worked. If personal transportation is not available, transportation will be provided.

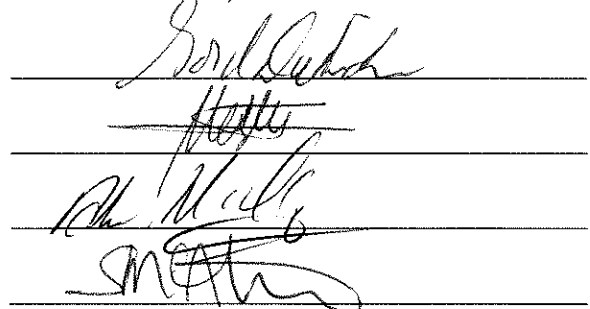
It is further agreed that periods of orientation in Article 5A (iii) and 5B (v) shall be considered time worked.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**



**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**





**LETTER OF UNDERSTANDING**

**BETWEEN**

**CUPE LOCAL 500 AND RIVERVIEW HEALTH CENTRE  
CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE  
CUPE LOCAL 1599 AND GRACE HOSPITAL  
CUPE LOCAL 1973 AND CONCORDIA HOSPITAL  
CUPE LOCAL 2509 AND SEVEN OAKS GENERAL HOSPITAL  
CUPE LOCAL 4641 AND WRHA – NUTRITION & FOOD SERVICES –  
REGIONAL DISTRIBUTION FACILITY**

**RE: STAFF MOBILITY WITHIN THE WRHA**

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WHEREAS it is the desire of, and in the best interest of, the parties to work toward the avoidance of job loss by providing for the mobility of employees within the WRHA system;

AND WHEREAS the parties recognize that it is in the best interest of patient care to retain the knowledge and expertise of healthcare providers within the programs;

AND WHEREAS the parties wish to promote career opportunities by removing systemic barriers;

NOW THEREFORE the parties agree as follows:

1. This memorandum is attached to and forms part of the Collective Agreement between the undersigned parties.
2. The parties agree to work towards a systemic labour adjustment plan utilizing a regional attrition model where reasonable, and utilizing any other programs as agreed to by the parties, (e.g., VSIPs, ERIPs, Training, EAP, etc.).
3. In the event that this memorandum of understanding conflicts with the terms of any existing Collective Agreement between the parties, the terms of this memorandum shall prevail over the terms of the Collective Agreement (unless otherwise specified).
4. (a) In the event of a transfer/closure/consolidation/merger of one or more of the programs and/or facilities, the Employer(s) will notify the unions, where possible\*, at least ninety (90) days prior to the implementation date unless otherwise provided for in the applicable Collective Agreement. The Employer(s) will determine the estimated number and types of positions available and update such data as the reconfiguration/implementation plans are defined.

\*lesser notice may be given only in exceptional circumstances

- (b) The Employer(s) and Union(s) shall meet within thirty (30) days of notice provided for in 4 (a) to discuss issues arising out of the transfer of employees.
- (c) The Employer(s) shall prepare and provide the following data relative to the transfer/closure/consolidation/merger to the Union(s):
  - positions affected at the sending facility
  - number of vacancies and new positions created at the receiving facility
  - up to date seniority lists
  - pertinent classification information
  - relevant time frames

5. Staff Mobility

A. Transfers with Programs

- (i) When programs are transferred, consolidated, or merged from one facility or facilities to another, the Employer(s) will determine the number of staff required by classification.

Qualified employees within the transferring program will be given the opportunity to move with the program. Where excess numbers of staff wish to move, staff will be selected based on mobility seniority. Where an insufficient number of staff by classification volunteer to move, the sending facility(s) shall fill the remaining positions in the program by utilizing the job posting/recall procedures in the applicable Collective Agreement(s).

If vacancies continue to exist after the job competition, the Employer(s) reserves the right to transfer employees from the sending facility to fill the vacancies commencing with the most junior qualified employee.

- (ii) Employees who are transferred in accordance with this memorandum shall retain seniority as described in (6) below, service and other portable benefits as set out in the Letter of Understanding on Redeployment Principles, and will be treated in all respects as if they had always been employees of the receiving facility.
- (iii) The receiving facility will provide an orientation period to employees transferring to a new program site. The orientation period shall be of sufficient duration to assist the employee in becoming acquainted with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.
- (iv) No new probationary/trial period will be served by transferring employees. Any transferring employee who had not yet completed their probationary

period at the sending facility will complete the balance of the period required at the receiving facility.

Should the transferred employee decide not to remain at the receiving facility, such employee shall provide written notice to the receiving facility no later than sixty (60) days following the date of transfer. The employee shall be entitled to be placed on the Central Redeployment list and the recall list of the sending facility.

**B. Temporary Transfer of Employees**

- i) To facilitate temporary transfers to facilities experiencing a need for additional employees on a sporadic or episodic basis, qualified employees from another facility shall be offered the opportunity to work in the facility(s) experiencing the need for additional employees.
- ii) Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement of the receiving facility relating to the assigning of occasional additional shifts are fulfilled.
- iii) The temporarily transferred employees will continue to be covered by the terms of the sending facility's Collective Agreement.
- iv) Where an insufficient number of qualified employees volunteer to be temporarily transferred, the facility(s) reserve the right to transfer employees, commencing with the most junior qualified employee at the sending facility.
- v) Orientation as set out in (5)(a)(iii) above will be provided if reasonably possible.

**C. Voluntary Transfers to Vacancies**

As bargaining unit vacancies arise that any of the Facilities intend to fill, the following procedures will apply:

- i) Vacancies will be filled in accordance with the provisions of the applicable Collective Agreement.
- ii) An internal and city wide posting may occur simultaneously. Employees from other facilities will have the right to apply for said vacancy.

If the selected employee is a current employee of one of the nine (9) facilities, that employee will be entitled to transfer all seniority, service and other benefits as set out in the Letter of Understanding on

Redeployment Principles and will be treated in all respects as if they had always been an employee of the receiving facility.

- iii) Where there are no qualified internal applicants, positions will be awarded in the following order:
- Recall of laid off workers from the facility posting the vacancy (unless otherwise stipulated in the applicable Collective Agreement);
  - Applicants from the Redeployment List;
  - Applicants from one of the other nine facilities;
  - Applicants external to the nine facilities.

6. Seniority

A) Seniority lists will be maintained in accordance with the Collective Agreements for internal purposes at each facility.

B) Mobility seniority for the purposes of this memorandum will be calculated as follows:

“Seniority shall be defined as the total accumulated regular paid hours calculated from the date the employee last entered the service of the Employer.”

C) Transferring employees will be treated in all respects as though they had always been employed at the receiving facility.

D) To ensure the accuracy of the calculation of the mobility seniority, the Employer(s) will provide sufficient information to verify an accurate calculation has been made.

E) Any employee who:

- i) has utilized a redeployment number in the past to obtain a position but was not permitted to transfer seniority credits at the receiving facility, or
- ii) has voluntarily transferred to another facility between 01 January 1998 and the effective date of this memorandum shall be entitled to an adjustment of seniority which will reflect cumulative seniority earned both at the sending and receiving facilities. Processes contingent on seniority implemented prior to date of signing will not be adjusted retroactively, (e.g., bumping, vacation preference).

7. Staff Mobility Dispute Resolution Mechanism

This dispute resolution mechanism shall not be utilized to resolve disputes which could be addressed through the grievance arbitration procedure(s) set out in the applicable Collective Agreement.

Should a dispute(s) arise between a signatory Union(s) and a signatory Employer(s) regarding the application, interpretation or alleged violation of this memorandum of understanding, the parties concerned shall meet within twenty (20) calendar days and attempt to resolve the dispute(s) through discussion.

Should the dispute remain unresolved after such meetings, any party to the dispute may within a further ten (10) calendar days refer the matter(s) to arbitration.

The parties to the dispute shall select a mutually agreed arbitrator within ten (10) calendar days following such referral to arbitration. Should the parties fail to agree upon an arbitrator, either party may forward a request to the Manitoba Labour Board.

The above time limits may be extended by mutual agreement and shall be confirmed in writing.

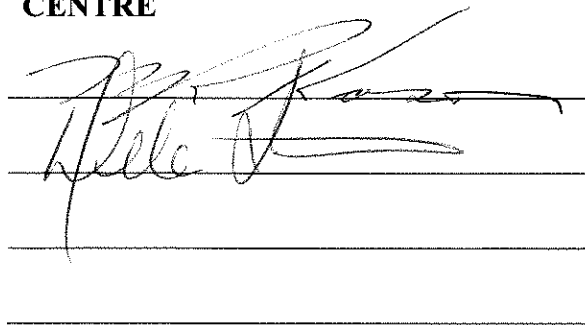
The arbitrator shall set his/her own procedures for hearing the dispute and may accept any evidence he/she deems appropriate.

The decision of the arbitrator shall be final and binding upon the parties to the dispute.

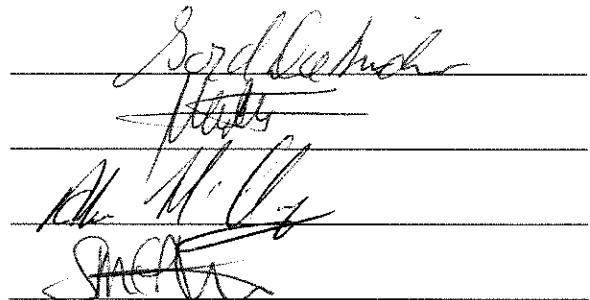
Any costs incurred by either of the parties to the dispute, preceding or during arbitration proceedings, shall be borne by the parties incurring such costs, but cost of the arbitrator shall be borne by the parties in equal shares.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**



**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**



## LETTER OF UNDERSTANDING

### BETWEEN

**CUPE LOCAL 500 AND RIVERVIEW HEALTH CENTRE  
CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE  
CUPE LOCAL 1599 AND GRACE HOSPITAL  
CUPE LOCAL 1973 AND CONCORDIA HOSPITAL  
CUPE LOCAL 2509 AND SEVEN OAKS GENERAL HOSPITAL  
CUPE LOCAL 4641 AND WRHA – NUTRITION & FOOD SERVICES –  
REGIONAL DISTRIBUTION FACILITY**

### RE: PURPOSE OF IMPLEMENTING STAFF MOBILITY

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The parties agree that for the purposes of implementing the Memorandum Regarding Staff Mobility and the Memorandum Regarding Interpretation of Staff Mobility, the following shall apply:

1. The primary emphasis of the Mobility Agreement is to facilitate the voluntary transfer of employees with programs, to vacancies, or on a temporary basis.
2. The Employer agrees that the provisions of Section 5B (iv) of the Mobility Agreement shall be utilized only under extenuating and emergency circumstances, and further, shall be implemented only in accordance with the following:

#### Emergency

- (a) In any emergency or disaster, employees are required to perform duties as assigned notwithstanding any contrary provision in the Agreement.

For purposes of this Memorandum, emergencies will be those situations which directly affect the safety or wellbeing of patients in the Facility.

In the event of the declaration of an emergency, written confirmation of same will be given to the President/Chief Executive Officer of the Local by the Administrator.

- (b) Compensation for unusual working conditions related to such emergency will be determined by later discussion, between the Employer and the Union, and/or by means of the grievance procedure if necessary, except that the provisions of overtime Articles shall apply to overtime hours worked.
  - (c) This clause is subject to the *Labour Relations Act* of Manitoba.
3. (a) Issues related to orientation will be referred immediately to the joint committee under Article 27 - Joint Labour/Management, in order to ensure a standardized, effective orientation structure, duration and content.

- (b) Orientation for employees transferring with programs shall be provided in accordance with Section 5A (iii) of the Mobility Agreement and shall take into consideration the individual needs of the transferring employee.
  - (c) Orientation for employees temporarily transferring to another facility in accordance with the provisions of Section 5B of the Mobility Agreement and section #2 of this Memorandum, shall be provided in accordance with 5A (iii) of the Mobility Agreement, if reasonably possible.
4. (a) It is agreed that 5A (ii) of the Mobility Agreement shall include portability of hours of service since the last increment for purposes of calculating the next increment.
- (b) It is agreed that vacation earned at the sending facility shall not be paid out upon transfer unless the employee requests.
5. The statement re: "personal transportation" in the Memorandum of Interpretation re: Staff Mobility will be expanded to include the following:


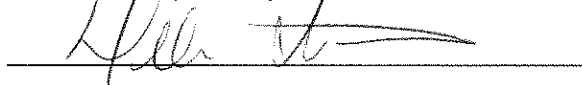
Return transportation will be provided by the Employer, if the employee request transportation or if personal transportation is not available. If personal transportation is utilized, the following shall apply:

- (a) Parking in close proximity to the "receiving facility" will be made available.
- (b) Parking expenses shall be reimbursed to the employee by the Employer.
- (c) The employee shall be eligible for transportation reimbursement of thirty cents (\$0.30) per kilometre for travel in accordance with the following formula, subject to a minimum guarantee of three dollars (\$3.00)


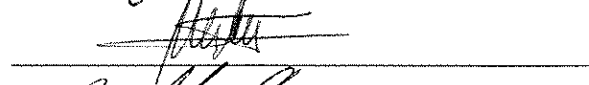


Distance (in kms) from the employee's home to the "receiving facility" minus the distance (in kms) from the employee's home to the "sending facility".

This Agreement signed this 3rd day of March, 2016.

**FOR RIVERVIEW HEALTH CENTRE**

  
  
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**FOR CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

MK:cbc/cope 491  
 18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: EXPANDED STAFF MOBILITY**

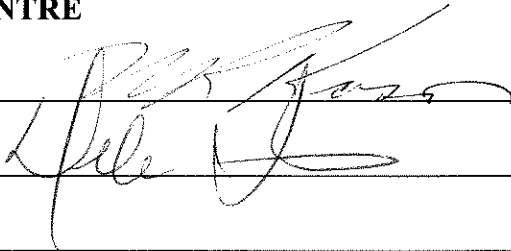
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It is agreed that it is in the best interest of the parties to expand the scope of the current Staff Mobility Agreement, in order to facilitate the movement of staff within and across the acute, long term and community health care sectors as required to address systemic needs.





To that end, the parties agree to participate in a multi-union, multi-employer committee to discuss work toward the development of a framework that will achieve this desired result.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

  
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MK:cbc/cope 491  
18-Feb-16



**LETTER OF UNDERSTANDING**

**BETWEEN**

**CUPE LOCAL 500 AND RIVERVIEW HEALTH CENTRE  
CUPE LOCAL 500 AND WINNIPEG REGIONAL HEALTH AUTHORITY  
CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE  
CUPE LOCAL 1599 AND WRHA – GRACE HOSPITAL SITE  
CUPE LOCAL 1973 AND CONCORDIA HOSPITAL  
CUPE LOCAL 2509 AND SEVEN OAKS GENERAL HOSPITAL  
CUPE LOCAL 4641 AND WRHA – NUTRITION & FOOD SERVICES –  
REGIONAL DISTRIBUTION FACILITY**

**AND**

**WINNIPEG REGIONAL HEALTH AUTHORITY**

**RE: STAFF MOBILITY WITHIN THE WRHA SYSTEM (II)**

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The implementation of this Memorandum will occur on the date the respective local Union ratifies it with its members. Any local that has not ratified, or votes to reject the Memorandum, will not be subject to the terms and conditions contained herein. In the interim period, the Parties agree to approach individual situations as they occur in keeping with the principles contained herein in an effort to reach voluntary agreements.

WHEREAS it is the desire of, and in the best interest of, the Parties to work toward the avoidance of job loss by providing for the mobility of employees within the WRHA system;

AND WHEREAS the Parties recognize that it is in the best interest of patient care to retain the knowledge and expertise of health care providers within the programs;

AND WHEREAS the Parties wish to promote career opportunities by removing systemic barriers;

NOW THEREFORE the Parties agree as follows:

1. This Memorandum is attached to and forms part of the respective Collective Agreements between the undersigned Parties.
2. The Parties agree to work towards a systemic labour adjustment plan utilizing a regional attrition model where reasonable, and utilizing any other programs as agreed to by the Parties, (e.g., VSIPs, ERIPs, Training, EAP, etc.).

3. In the event that this Memorandum conflicts with the terms of any existing Collective Agreement between the Parties, the terms of this Memorandum shall prevail over the terms of the Collective Agreement (unless otherwise specified).
4. (a) In the event of a transfer/closure/consolidation/merger of one or more of the programs and/or facilities, the affected employer(s) will notify the affected union(s), where possible\*, at least ninety (90) days prior to the implementation date unless otherwise provided for in the applicable Collective Agreement. The employer(s) will determine the estimated number and types of positions available, and update such data as the reconfiguration/ implementation plans are defined.

\*lesser notice may be given only in exceptional circumstances.

- (b) The employer(s) and union(s) shall meet within thirty (30) days of notice provided for in 4 (a) to discuss issues arising out of the transfer of employees.
- (c) The employer(s) shall prepare and provide the following data relative to the transfer/closure/consolidation/merger to the union(s):
  - positions and incumbents affected at the sending facility;
  - number of vacancies and new positions created at the receiving facility;
  - up-to-date seniority lists;
  - pertinent classification information;
  - relevant time frames.

## 5. Staff Mobility

### A. Transfers with Programs

- (i) When programs are transferred, consolidated, or merged from one facility or facilities to another, the affected employer(s) will determine the number of staff required by classification.

Qualified employees within the transferring program will be given the opportunity to move with the program. Where excess numbers of staff wish to move, staff will be selected based on mobility seniority. Where an insufficient number of staff by classification volunteer to move, and if there are deletions or layoffs at the sending facility(s) associated with the transferred program, the sending facility(s) shall fill the remaining positions in the program by utilizing the job posting/recall procedures in the applicable Collective Agreement(s) which shall only be available to staff of the sending facility(s) that hold a permanent position.

If vacancies continue to exist after the job competition, the Employer(s) reserves the right to transfer employees from the sending facility to fill the vacancies commencing with the most junior qualified employee.

- (ii) Employees who are transferred in accordance with this Memorandum shall retain seniority as described in (6) below, service and other portable benefits as set out in the Letter of Understanding on Redeployment Principles, and will be treated in all respects as if they had always been employees of the receiving facility.
- (iii) The receiving facility will provide an orientation period to employees transferring to a new program site. The orientation period shall be of sufficient duration to assist the employee in becoming familiarized with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.
- (iv) No new probationary/trial period will be served by transferring employees. Any transferring employee who had not yet completed their probationary period at the sending facility will complete the balance of the period required at the receiving facility.

Should the transferred employee decide not to remain at the receiving facility, such employee shall provide written notice to the receiving facility no later than sixty (60) days following the date of transfer. The employee shall be entitled to be placed on the Central Redeployment list and the recall list of the sending facility.

Should a Program Transfer occur to an employer not party to this Memorandum, the affected employer and union Parties agree to encourage the receiving employer to incorporate the principles set out in this Memorandum into the transfer process.

#### B. Temporary Transfer of Employees

- (i) To facilitate temporary transfers to facilities experiencing a need for additional employees on a sporadic or episodic basis, qualified employees from another facility shall be offered the opportunity to work in the facility(s) experiencing the need for additional employees.
- (ii) Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement of the receiving facility relating to the assigning of occasional additional shifts are fulfilled.
- (iii) The temporarily transferred employees will continue to be covered by the terms of the sending facility's Collective Agreement.
- (iv) Where an insufficient number of qualified employees volunteer to be temporarily transferred, the facility(s) reserve the right to transfer employees, commencing with the most junior qualified employee at the sending facility.

- (v) Orientation as set out in (5)(a)(iii) above will be provided if reasonably possible.

C. Voluntary Transfers to Vacancies

As bargaining unit vacancies arise that any of the Facilities intend to fill, the following procedures will apply:

- (i) Vacancies will be filled in accordance with the provisions of the applicable Collective Agreement.
- (ii) An internal and city-wide posting may occur simultaneously. Employees from other facilities will have the right to apply for said vacancy.

If the selected employee is: a current employee of one of the employer Parties to this Memorandum; an employee within a different bargaining unit of the same employer; or, was an employee of one of the employer Parties to this Memorandum within the six (6) week period prior to commencement date at the receiving facility, that employee will be entitled to transfer all seniority, service and other benefits as set out in the Letter of Understanding on Redeployment Principles and will be treated in all respects as if they had always been an employee of the receiving facility. In addition, hours worked since the last increment shall be credited towards the next increment level.

- (iii) Where there are no qualified internal applicants, positions will be awarded in the following order:
  - Recall of laid off workers from the facility posting the vacancy (unless otherwise stipulated in the applicable collective agreement);
  - Applicants from the Redeployment List;
  - Applicants from one of the other employer Parties to this Memorandum;
  - Applicants external to the employer Parties to this Memorandum.

6. Seniority

- A. Seniority lists will be maintained in accordance with the Collective Agreements for internal purposes at each facility.
- B. Mobility seniority for the purposes of this Memorandum will be calculated as follows:

“Seniority shall be defined as the total accumulated regular paid hours calculated from the date the employee last entered the service of the Employer”.

- C. Transferring employees will be treated in all respects as though they had always been employed at the receiving facility.
- D. To ensure the accuracy of the calculation of the mobility seniority, the employer(s) will provide sufficient information to verify an accurate calculation has been made. The Mobility Transfer Benefits Form shall be provided in its entirety to the receiving union effective the signing of this Memorandum.
- E. Any employee who:
- (i) has utilized a redeployment number in the past to obtain a position but was not permitted to transfer seniority credits at the receiving facility, or
  - (ii) has voluntarily transferred to another facility between 01 January 1998 and the effective date of this Memorandum,
- shall be entitled to an adjustment of seniority which will reflect cumulative seniority earned both at the sending and receiving facilities. Processes contingent on seniority implemented prior to date of signing will not be adjusted retroactively, (e.g., bumping, vacation preference).

#### Accommodation

If an employer has exhausted efforts to accommodate an employee into a position within the employee's bargaining unit, the affected Parties to this Memorandum agree to work cooperatively to seek accommodation opportunities for that employee outside of the employee's bargaining unit in the following order:

- opportunities with the same employer, same operating division;
- opportunities with the same employer, all operating divisions with the same union;
- opportunities with the same employer, all operating divisions, all positions;
- opportunities with other employer Parties to this Memorandum with the same union;
- opportunities with other employer Parties to this Memorandum, all positions.

If an employee is ultimately accommodated into a position within another bargaining unit represented by a union party to this Memorandum, the provisions of Voluntary Transfer shall apply.

#### 7. Staff Mobility Dispute Resolution Mechanism

This dispute resolution mechanism shall not be utilized to resolve disputes which could be addressed through the grievance arbitration procedure(s) set out in the applicable Collective Agreement.

Should a dispute(s) arise regarding the application, interpretation or alleged violation of this Memorandum, the Parties concerned shall meet within twenty (20) calendar days and attempt to resolve the dispute(s) through discussion.

Should the dispute remain unresolved after such meetings, any party to the dispute may within a further ten (10) calendar days refer the matter(s) to arbitration.

The Parties to the dispute shall select a mutually agreed Arbitrator within ten (10) calendar days following such referral to arbitration. Should the Parties fail to agree upon an Arbitrator, either party may forward a request to the Manitoba Labour Board.

The above time limits may be extended by mutual agreement and shall be confirmed in writing.

The Arbitrator shall set his/her own procedures for hearing the dispute and may accept any evidence he/she deems appropriate.

The decision of the Arbitrator shall be final and binding upon the Parties to the dispute.

Any costs incurred by either of the Parties to the dispute, preceding or during arbitration proceedings, shall be borne by the Parties incurring such costs, but cost of the Arbitrator shall be borne by the Parties in equal shares.

## **PARTICIPATING UNIONS**

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**Canadian Union of Public Employees (specify all locals ratified)**

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**International Union of Operating Engineers (specify all locals ratified)**

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**Public Service Alliance of Canada (specify all locals ratified)**

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**United Food & Commercial Workers, 1869 (specify all locals ratified)**

## **PARTICIPATING EMPLOYERS**

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**Concordia Hospital**

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**Misericordia Health Centre**

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**Riverview Health Centre**

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**Seven Oaks General Hospital**

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**St. Boniface General Hospital**

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**Victoria General Hospital**

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**Winnipeg Regional Health Authority (representing the Health Sciences Centre, Deer Lodge Centre, Grace Hospital, Community, Pan Am Clinic, Pharmacy, Laundry, Breast Health, and all other current and future operating divisions of the Winnipeg Regional Health Authority)**

INTERPRETATION GUIDELINES RE. STAFF MOBILITY WITHIN THE WRHA SYSTEM

The Parties to the Memorandum of Understanding – Staff Mobility within the WRHA System (“Mobility Memo”), agree that interpretation of the Mobility Memo shall be as follows:

It is agreed that should it be necessary to transfer employees with programs from one facility to another in accordance with the provisions of Article 5 (A), the affected employer(s) shall endeavour to the greatest degree possible, to transfer employees into positions which are within .2 of the EFT of the position occupied at the sending facility.

It is further agreed that should it be necessary to temporarily transfer employees from one facility to another, in accordance with Article 5(B), as much notice as possible shall be provided to such employees. Should the temporary transfer be required during the course of a scheduled shift, travel time from the sending to the receiving facility shall be considered time worked. If personal transportation is not available, transportation will be provided.

It is further agreed that periods of orientation in Article 5A (iii) and 5B (v) shall be considered time worked.

1. Increments: Employees having a permanent or term position in a sending facility, will be allowed to transfer their “hours worked” for purposes of determining when they are entitled to their next increment, when they secure a permanent or term position at a receiving facility.
2. The Mobility Memo does not extend to or apply to casual employees. Specifically, casual employees shall not have the right to apply for or be appointed to positions pursuant to any Mobility memo process.

The Mobility Memo provisions dealing with Program Transfers do not extend to or apply to term employees unless they hold a permanent position with the sending employer. The Mobility Memo provisions dealing with Voluntary and Temporary Transfers may apply to all term employees.

3. **Vacation:** Vacation earned at the sending facility shall not be paid out upon transfer unless the employee requests. If a person elects to have vacation transferred, it does not mean that the previously approved vacation dates will be honoured at the receiving facility. Only the amount of time which has to be taken in accordance with the new facility's Collective Agreement will be honoured and operational requirements will be taken into account.
4. **Probationary Period:** As with any other voluntary transfer to a permanent position in a facility other than one in which an employee is currently working, she/he is subject to a probationary period. When an employee transfers with a program, as per Section 5A (iv) of the Mobility Memo, she/he is not subject to a probationary period unless she/he has not yet completed her/his probationary period at the sending facility.
5. **Trial Period:** Section 5A (iv) of the Mobility Memo specifically states there will be no new trial period or probationary period for employees who are transferring with programs. As stated above, only employees who have not completed their probationary period with a sending facility will be expected to complete it at the receiving facility. If an employee voluntarily transfers from a sending to a receiving facility, she/he is subject to a probationary period in accordance with the collective agreement. She/he is not subject to a trial period as a "new" employee.
6. **Pre-Retirement Credits:** To be calculated in days at the sending facility.
7. **Mobility to Term Positions:** Mobility applies for employment into either a permanent or term position. In the case of a term position, all benefits/seniority, etc. are ported at the time of employment. Should the employee not obtain a permanent position in accordance with the new employer's collective agreement, all seniority and benefits shall terminate, unless she/he in turn obtains employment with another employer where mobility or portability applies, and within the time lines specified.
8. **More than One Position at Same Facility:** As of January 1, 1998, employees moving from a sending facility shall have portability of seniority\* and benefits when transferring to a receiving facility, regardless of the bargaining unit(s) involved.  
\* Full seniority as defined in 6B of the Mobility Memo
9. **Positions at More Than One Facility:** There can only be one sending and one receiving facility. Even if an employee has more than two (2) permanent positions, (at more than one facility) she/he will only be able to port the seniority and benefits from one of the facilities when she/he voluntarily transfers to a receiving facility.



Transfer of seniority and benefits shall be applicable to all employees, including those who are on lay off, currently employed in a permanent or term position, who resign their current position in order to occupy a permanent or term position in a different bargaining unit with an employer party to the Mobility Memo.

An employee employed in a permanent or term position in a receiving facility on the date that she/he resigns her/his permanent or term status at a sending facility shall not be permitted to transfer seniority and benefits from the sending facility to the receiving facility.

10. An employee who occupies a casual position at a receiving facility AND a permanent or term position at a sending facility, AND who subsequently obtains a permanent or term position at a receiving facility, will be allowed to transfer seniority and benefits accrued in the permanent or term position at the sending facility, to the newly acquired permanent or term position in the receiving facility.

NOTE: Current contract provisions re placement on salary scale when employees resign a permanent or term position and remain on the casual roster continue to apply.

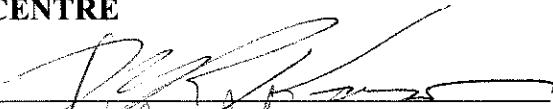
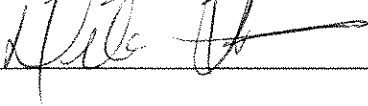
11. The Local President at a receiving facility will be provided with written notification regarding each employee's mobility seniority at the time of her/his transfer. In that regard, the following specific data shall be provided:

- Start date at sending facility
- Seniority (hours)
- Seniority date at sending facility
- Termination date at sending facility
- Start date at receiving facility.


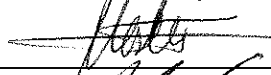

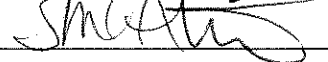
12. Bridging Time for the Purposes of Mobility: An employee who commences employment with the receiving facility within six (6) weeks of termination of employment with the sending facility will be entitled to mobility of seniority, service and benefits as above.

This Agreement signed this 3rd day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**RIVERVIEW HEALTH CENTRE**  
**AND**  
**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**  
**RE: STAFFING REVIEW**

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Whereas the parties recognize that there may be a proliferation of regular positions having a low EFT and a proliferation of utilization of casual work;

And whereas it is the intent of the parties to maximize the EFT of part-time positions and the creation of as many full-time positions as is reasonably possible;

And whereas by minimizing the use of casual work, the parties agree that there will be the potential to convert casual employment into regular employment status;

And whereas the parties wish to investigate and address these issues;

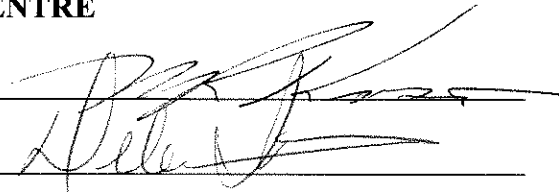
Now therefore the parties have agreed that these issues will be examined utilizing the following guidelines:

- (a) When it is determined by the Employer that a vacancy will be filled, the Employer and the Union will examine the potential of reallocating part, or all of the vacant EFT of part-time positions, in accordance with the Collective Agreement, to qualified part-time employees within the relevant classification, within the service department/patient care unit, within the site. Only part-time vacancies of .4 EFT or less will be examined for reallocation.
- (b) Part-time employees who wish to increase their EFT under the provisions of this Letter of Understanding will be required to indicate in writing to the Employer within sixty (60) days of ratification of the Collective Agreement and no later than May 1<sup>st</sup> of each year thereafter.
- (c) The Employer and the Union will meet in order to identify the most appropriate method of reallocating such EFT. Unless otherwise mutually agreed, such reallocation will not require job posting under Article 14 or invoking of any provisions of Article 23.
- (d) In the event that mutual agreement cannot be reached regarding the reallocation of additional hours, a regular part-time position will then be posted.


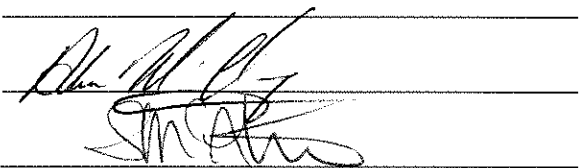
- (e) The nature and the rate of utilization of additional hours (including casual hours) worked will be examined by the Employer and the Union on a semiannual basis, during the second and fourth quarter of each calendar year, to determine whether such hours may be incorporated into regular positions or, whether regular or tem positions could be created based on operational need. If it is determined that regular or term positions will be created, the Union and the Employer will meet to discuss the process under which the newly created positions will be posted or allocated.
- (f) New letters of employment will be issued when an employee's EFT is increased or a casual employee is confirmed to regular employment.

This Agreement signed this 30<sup>th</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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MK:cbc/cope 491  
18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: REPRESENTATIONAL ABORIGINAL WORKFORCE**

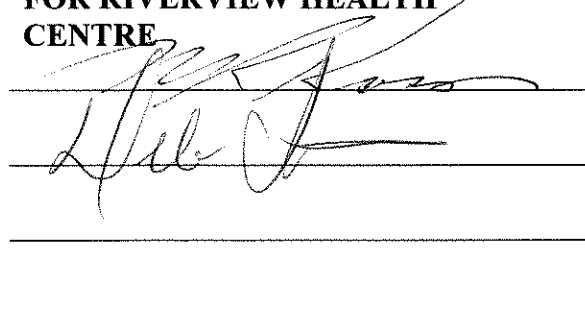
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The parties understand that Aboriginal persons are significantly underrepresented in the health care labour force and that additional actions are needed to promote and facilitate employment of Aboriginal persons in health care occupations at all levels. It is therefore mutually agreed that the undersigned parties will work in cooperation to:

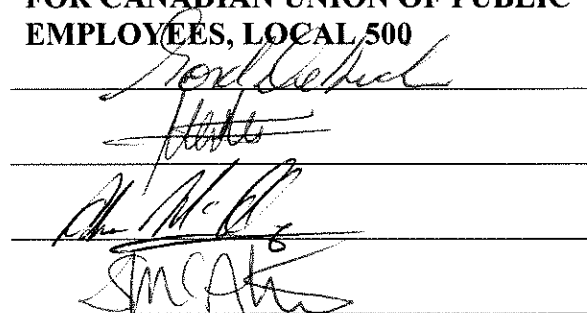
- (a) Identify provisions in the Collective Agreement that may be discouraging the recruitment and retention of Aboriginal workers in health care;
- (b) Develop strategic initiatives and programs that:
  - Foster mutual respect, trust, fairness, open communication and understanding;
  - Focus on recruiting, training and career development of Aboriginal workers;
  - Identify workplace barriers that may be discouraging or preventing Aboriginal workers from entering and remaining in the workforce;
  - Facilitate constructive race and cultural relations;
- (c) Promote and publicize initiatives undertaken to encourage, facilitate and support the development of a representative workforce.
- (d) Implement education opportunities for all employees to promote cultural awareness of Aboriginal peoples. This will include enhanced orientation sessions for new employees to ensure better understanding of respectful work practices to achieve a harassment free environment.
- (e) The Union assumes no responsibility for costs associated with the initiative.

This Agreement signed this 31<sup>st</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**



**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**



**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: MAINTENANCE OF WAGE STANDARDIZATION**

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WHEREAS Health Care Employers represented by the Labour Relations Secretariat and Health Care Unions (hereinafter "the Parties") have negotiated provisions to work toward the attainment of wage standardization in the facility support sector for classifications performing the same duties;

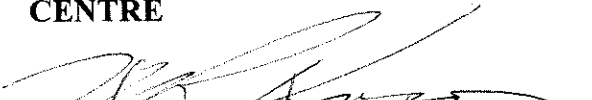
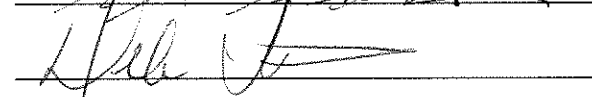
AND WHEREAS Phase II of the Wage Standardization initiative will be concluded on March 31, 2009;

AND WHEREAS the Parties agree that Wage Standardization must be maintained while at the same time recognizing that bona fide and significant changes to an employee's or group of employees job content may result in a request for review of the wage scale;




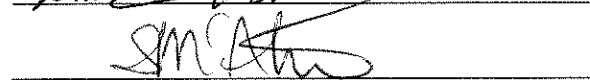
THEREFORE the Parties agree to establish a joint committee within sixty (60) days of ratification of the final facility support Collective Agreement in 2008. The mandate of the joint committee is to develop a process, including a dispute resolution mechanism, to deal with changes in job content or qualification requirements consistent with the stated purpose of ensuring the maintenance of wage standardization. The time frame for the joint committee to conclude its deliberations is ninety (90) days from its first meeting.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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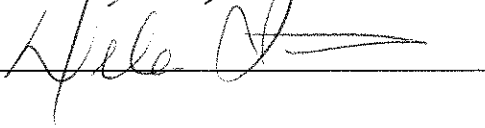
**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**RIVERVIEW HEALTH CENTRE**  
**AND**  
**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**  
**RE: HEAVY LIFTING/MOVING**

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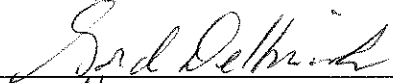

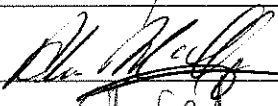
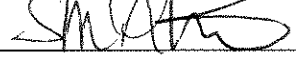
The Parties agree to meet within thirty (30) days of ratification to discuss the heavy lifting and moving components of the Housekeeping Aide job.

This Agreement signed this 30<sup>th</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH CENTRE**

  
  
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**FOR CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

  
  
  
  
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MK:cbc/cope 491  
18-Feb-16

**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**RIVERVIEW HEALTH CENTRE**  
**AND**  
**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**  
**RE: COMMUNICATION CLERKS**

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The Parties agree that that the Communication Clerk classification will be standardized to the annual hours as per the attached.

Annual salaries for the present incumbents will be Green Circled. All new incumbents will be placed on to the new standardized salary scale.

The hours of work for the Communication Clerks shall be as follows:

**Annual Hours:** 1,950

**Hours of Work:**

Full-time Staff

Day Shift	0730 to 1530
Evening Shift	1530 to 2330
Night Shift	2330 to 0730

Part-time Staff

Three and three quarter (3.75) hours per shift from 1000 to 1345

**Breaks:**

Days (weekends and stats), evenings and night shifts:

- one (1) thirty (30) minute paid meal period; and
- two (2) fifteen (15) minute paid rest periods.

Days (Monday to Friday):

Full-time Shift

- one (1) thirty (30) minute paid meal period; and
- two (2) fifteen (15) minute paid rest periods.

Part-time Shift

- one (1) fifteen (15) minute paid rest period.

**Salary**

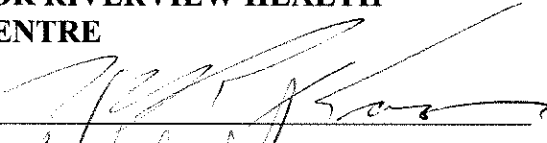
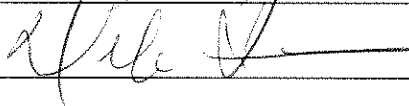
The Centre proposes to Green Circle current incumbents to their current annual salary. Any new incumbents to these positions will be placed on the new salary scale.

**Green Circling Salary Placement**


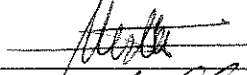
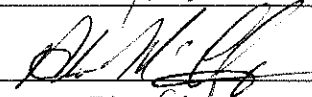
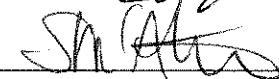
- If the present incumbents' annual salary falls below or within the new salary scale, they shall be placed on the new scale at the closest step to their current salary that is not a decrease.
- If the present incumbents' annual salary is higher than the new salary scale, they shall be "Green Circled" at that step on the scale for the duration of their time in that position.

This Agreement signed this 3rd day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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MK:cbc/cope 491  
18-Feb-16



**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: WAGE ADJUSTMENT – PROFESSIONAL/TECHNICAL COMPONENT  
CLASSIFICATIONS**

---

For the continued maintenance of wage standardization, and to ensure the salary scales of Professional/Technical classifications as represented by CUPE maintain an appropriate relationship to salary scales of the same classifications represented by the MAHCP, application of current and future wage adjustment will be as follows:

1. Effective April 1, 2008, and thereafter, classifications listed herein shall have wages adjusted in accordance with the rates and effective dates as established within the MAHCP central table collective agreement.
2. Classifications listed herein may be revised to remove or include additional classifications, as deemed necessary by the parties, for the continued maintenance of wage standardization.
3. Affected classifications:

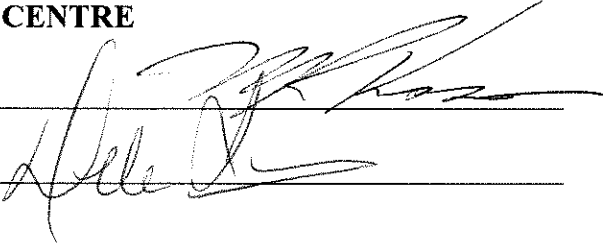
Standardization Group Number	Riverview Health Centre Classification Title	MAHCP Comparable Classification
1	Recreation Facilitator	Recreation Worker (Facilitator)
17	Pharmacy Technician	Pharmacy Technician
27	Occupational Therapist	Staff Occupational Therapist
28	Physiotherapist	Staff Physiotherapist
29	Respiratory Therapist	Staff Respiratory Therapist
32	Senior Occupational Therapist	Senior Occupational Therapist
33	Senior Physiotherapist	Senior Physiotherapist
34	Senior Respiratory Therapist	Senior Respiratory Therapist
35A	X-Ray Technologist	Senior Radiology Technologist
39	Speech Language Pathologist	Speech Language Pathologist
44	Laboratory Technologist II	General Duty Laboratory Technologist
50	Social Worker	Social Worker (BSW)
52	Laboratory Technologist IV	Charge Laboratory Technologist
	EMG Technician	EEG Technician (HSC)

cont.

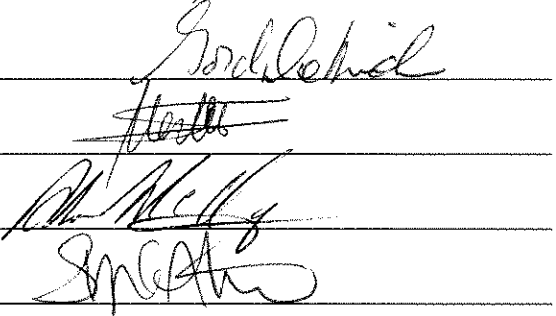
**LOU RE: WAGE ADJUSTMENT – PROFESSIONAL/TECHNICAL COMPONENT  
CLASSIFICATIONS**

This Agreement signed this 3rd day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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MK:cbc/cope 491  
18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: WAGE ADJUSTMENT – TRADES COMPONENT CLASSIFICATIONS**

---

For the continued maintenance of wage standardization, and to ensure the salary scales of Trades classifications as represented by CUPE maintain an appropriate relationship to salary scales of the same classifications represented by OEM, application of current and future wage adjustment will be as follows:

1. Effective April 1, 2008, and thereafter, classifications listed herein shall have wages adjusted in accordance with the rates and effective dates as established within the OEM central table collective agreement.
2. Classifications listed herein may be revised to remove or include additional classifications, as deemed necessary by the parties, for the continued maintenance of wage standardization.
3. Affected classifications:

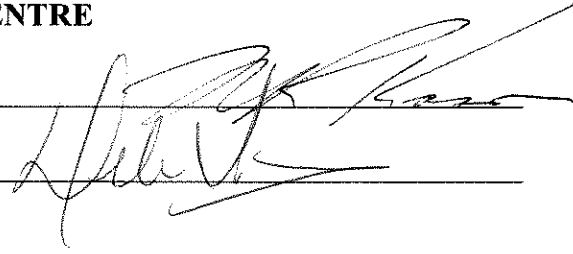
Standardization Group Number	Riverview Health Centre Classification Title	OEM Comparable Classification
12A	Operating Engineer	Engineer 3 <sup>rd</sup> Class
12E	Electrician	Electrician
12F	Plumber	Plumber
12G	Painter	Painter
12G	Painter – PIO	Painter
12H	Carpenter	Carpenter
<b>12H</b>	<b>Carpenter – PIO</b>	<b>Carpenter</b>
22B	Electronics Technologist	Dialysis Electronic Technologist
	Mechanic	Industrial Mechanic

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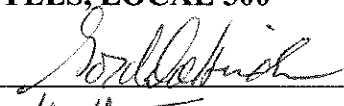
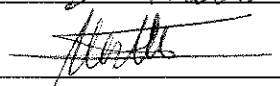
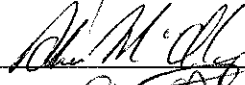
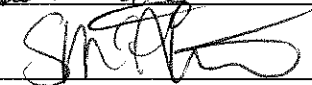
LOU RE: WAGE ADJUSTMENT – TRADES COMPONENT CLASSIFICATIONS

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

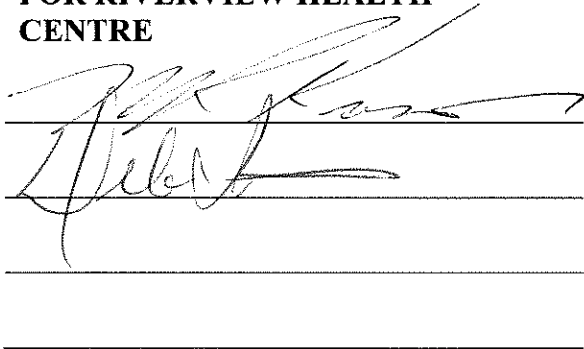
**RE: UTILIZATION OF EMPLOYEE PORTION OF EMPLOYMENT INSURANCE (EI)  
REBATE, TRAINING AND EDUCATION FUND**

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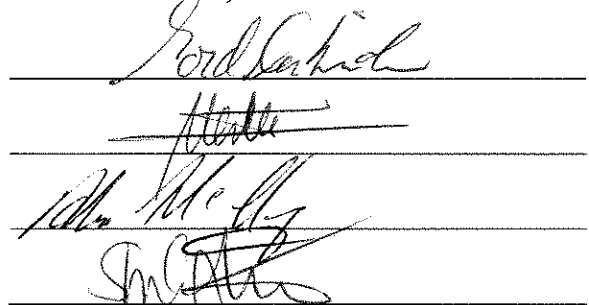
The Parties agree that, three (3) pay periods following date of ratification, the employee portion of the Employment Insurance (EI) rebate will be directed to a provincial training and education fund. The training and education fund will be administered by the CUPE Provincial Health Care Council (PHCC). It will be the responsibility of the PHCC to establish Terms of Reference for the administration of the training and education fund including guidelines for the allocation and distribution of the monetary resources. It is understood that the fundamental purpose of the training and education fund is to assist employees in upgrading their skills and education to further their careers in health care and to enhance the availability of qualified employees within the provincial health care sector.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: PROVINCIAL FACILITY SUPPORT SECTOR ADVISORY COMMITTEE**

---

The Parties acknowledge that in order to support the delivery of effective patient/resident care, it is necessary to have an adequate supply of trained employees. The Parties acknowledge that availability of qualified employees may differ throughout the province and there may need to be consideration of unique regional challenges.

Therefore the Parties agree to establish a Provincial Facility Support Sector Advisory Committee with representation from the Employers and the Unions. Union representation shall be a maximum of six (6) Business Representatives or elected union officials. The Committee shall meet quarterly, the purpose of which will be:

- To identify classifications that are experiencing current or anticipated shortages of trained staff including, but not limited to, Health Care Aide, Sterile Processing Technician and Coding Technologist;
- To identify training requirements in order to address current or anticipated shortages;
- To recommend strategies to facilitate the availability and accessibility of training programs;
- To consider other systematic staffing issues that may be raised by Committee members;
- To present its findings and recommendations to the Regional Health Authorities of Manitoba (RHAM) prior to the expiration date of the collective agreement.

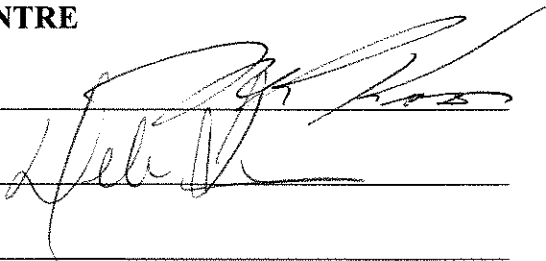
The Provincial Facility Support Sector Advisory Committee will commence meeting within ninety (90) days of all Unions' ratification of the 2008 negotiated agreement.

The Committee will determine process issues including the circumstances in which individuals including employees may be invited to present or share information with the Committee for its consideration.

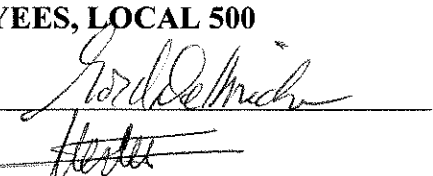
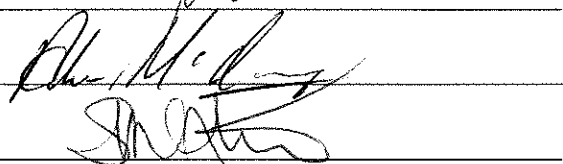
The Provincial Facility Support Sector Advisory Committee will be in existence for the duration of the Collective Agreement and will be extended if agreed to between the Parties.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

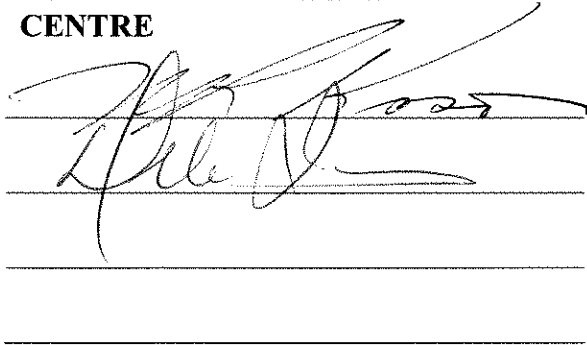
**RE: PENSION OR BENEFIT PLAN IMPROVEMENTS**

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During the term of the **2012 to 2017** Collective Agreement, should another health care union receive enhanced pension or benefit plan improvements, the facility support unions will also receive the same enhancements at the same time.

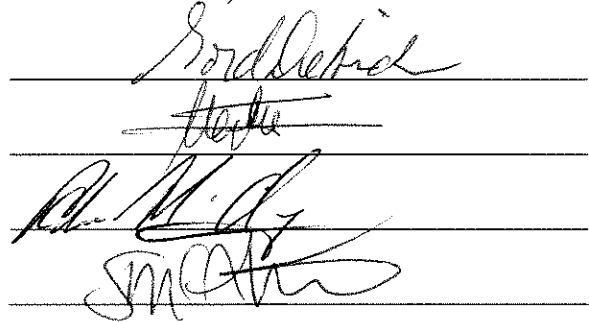
This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**



Handwritten signature of a representative for Riverview Health Centre, consisting of a large, stylized cursive signature.

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**



Handwritten signatures of representatives for Canadian Union of Public Employees, Local 500, including a signature that appears to be 'Doddlebird' and another that appears to be 'Harte'.

MK:cbc/cope 491  
18-Feb-16



**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**RIVERVIEW HEALTH CENTRE**  
**AND**  
**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**  
**RE: RESPIRATORY THERAPISTS 12-HOUR SHIFTS**

---

The Employer and the Union mutually agree that the following conditions apply regarding the implementation of a “12” hour shift schedule.

**HOURS OF WORK**

- a) Full-time hours of work shall provide twenty (20) shifts of 11.625 (“12”) hours duration averaged over three (3) consecutive bi-weekly periods. Alternatively, there may be a combination of shifts of 11.625 (“12”) hour duration and shifts of other lengths that equal 77.5 hours per bi-weekly period, averaged over the three (3) consecutive bi-weekly periods in the shift schedule.
- b) The shift schedule shall provide:
  - A maximum of four (4) consecutive shifts of 11.625 (“12”) hours;
  - At least two (2) consecutive days off at one time;
  - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- c) Each shift shall be inclusive of a total of forty-five (45) minutes paid rest period(s) and exclusive of forty-five (45) minutes of meal period(s).

**INCOME PROTECTION**

Employees shall accumulate income protection at the rate of nine point six nine (9.69) hours per month for each full month of employment. Subject to the provisions of the collective agreement, income protection shall be paid for all hours scheduled.

**GENERAL HOLIDAYS**

Employees required to work on a general holiday shall be paid one and one-half times (1.5) her/his basic rate of pay for all regular hours worked, and, in addition shall receive seven and three-quarter (7.75) hours off at her/his basic pay.

**VACATION**

The amount of paid vacation that an employee receives under the eleven point six two five (11.625) (“12”) hour shift schedule shall correspond exactly in hours to the paid vacation on a seven and three-quarter (7.75) hour shift schedule.

SHIFT PREMIUM

Shift premium shall be paid in accordance with the Collective Agreement.

OVERTIME

Overtime rates of pay shall be applicable for hours worked in excess of a shift, as defined herein, or for time worked in excess of the normal full-time hours in the rotation pattern in effect.

BEREAVEMENT

Subject to the provisions of the collective agreement, bereavement leave shall be paid for all hours scheduled.

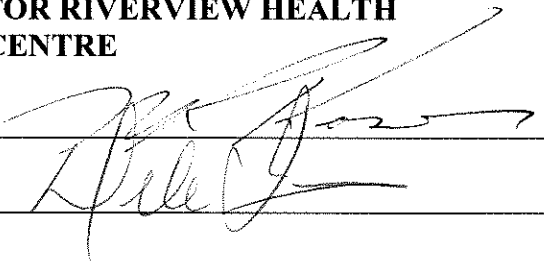
TERMINATION OF MEMORANDUM OF UNDERSTANDING

Upon a minimum of four (4) weeks' notice, the Employer or the majority of employees working the 11.625 ("12") hour shift schedule may terminate the modified shift schedule.

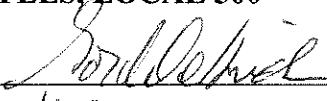
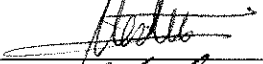


Signed this 7<sup>th</sup> day of February 2011.

This Agreement signed this 30<sup>th</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

  
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18-Feb-16

**LETTER OF UNDERSTANDING**

**BETWEEN**

**RIVERVIEW HEALTH CENTRE**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: CLASSIFICATION REVIEW**

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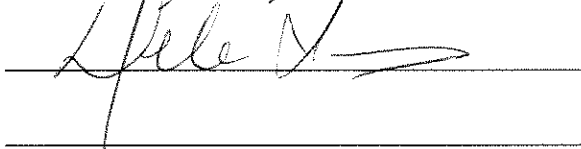
The following classifications will be reviewed as per the Current Classification/Evaluation provisions, including Maintenance of Wage Standardization Committee:

- “Health Information Management Professional” Group
- Unit Clerk/Health Care Aide (HCA)
- Tenant Companion


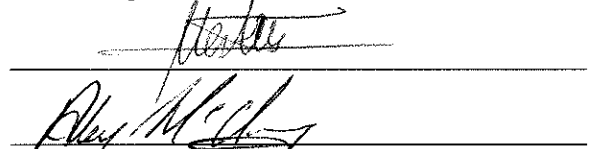

Any Reclassification (increase) which may apply will take effect April 1, 2015.

This Agreement signed this 3<sup>rd</sup> day of March, 2016.

**FOR RIVERVIEW HEALTH  
CENTRE**

  
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**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500**

  
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**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2012**

General Increase 0%		Start	Step 1	Step 2	Step 3	Step 4	Step 5			
Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5		
2D	Day Centre Coordinator	Adult Day Centre Coordinator	2015	Hourly	26,070	26,852	27,657	28,487	29,342	30,222
				Monthly	4,377.59	4,508.90	4,644.07	4,783.44	4,927.01	5,074.78
				Annual	52,531.05	54,106.78	55,728.86	57,401.31	59,124.13	60,897.33
3	CSR Aide - Uncertified	Central Supply Room Attendant	2015	Hourly	15,550	16,016	16,497	16,992	17,502	18,027
				Monthly	2,611.10	2,689.35	2,770.12	2,853.24	2,938.88	3,027.03
				Annual	31,333.25	32,272.24	33,241.46	34,238.88	35,266.53	36,324.41
6	Cook I (Entry)	Assistant Cook	2015	Hourly	17,818	18,353	18,903	19,470	20,054	20,656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
7	Dietetic Aide	Nutrition Aide	2015	Hourly	14,479	14,913	15,361	15,822	16,296	16,785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
8	Housekeeping Aide	Housekeeping Aide Service Partner Inventory Aide	2015	Hourly	14,479	14,913	15,361	15,822	16,296	16,785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
9	Laundry Aide	Linen Services Aide	2015	Hourly	14,479	14,913	15,361	15,822	16,296	16,785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
13	Health Care Aide	Adult Day Centre Attendant Health Care Aide	2015	Hourly	17,044	17,555	18,082	18,624	19,183	19,759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
13A	Rehab Assistant	Rehabilitation Attendant	2015	Hourly	17,044	17,555	18,082	18,624	19,183	19,759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
15C	Material Management Aide	Storeskeeper I	2015	Hourly	17,044	17,555	18,082	18,624	19,183	19,759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
15D	Shipper / Receiver	Storeskeeper II Receiver	2015	Hourly	17,818	18,353	18,903	19,470	20,054	20,656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5
16C	Clerk IV	Clerk	1950	17,403	17,925	18,462	19,016	19,587	20,174
		Clerk - Communication	Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
		Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30	
16E	Ward Clerk	Clerical Partner	1950	17,044	17,555	18,082	18,624	19,183	19,759
		Monthly	2,769.65	2,852.69	2,938.33	3,026.40	3,117.24	3,210.84	
		Annual	33,235.80	34,232.25	35,259.90	36,316.80	37,406.85	38,530.05	
16F	Health Records Technician	Health Info. Mgmt Professional	1950	18,540	19,096	19,669	20,259	20,867	21,483
		Monthly	3,012.75	3,103.10	3,196.21	3,292.09	3,390.89	3,492.61	
		Annual	36,153.00	37,237.20	38,354.55	39,505.05	40,690.65	41,911.35	
16O	Health Information Analyst	Health Information Bed Management Analyst	1950	19,983	20,582	21,200	21,836	22,491	23,165
		Monthly	3,247.24	3,344.58	3,445.00	3,548.35	3,654.79	3,764.31	
		Annual	38,966.85	40,134.90	41,340.00	42,580.20	43,857.45	45,171.75	
18	Housekeeping / Dietary / Laundry - Supervisor	Supervisor, Support Services	2015	18,211	18,757	19,320	19,899	20,496	21,111
		Monthly	3,057.93	3,149.61	3,244.15	3,341.37	3,441.62	3,544.89	
		Annual	36,695.17	37,795.36	38,929.80	40,096.49	41,299.44	42,538.67	
No Match	Seasonal Groundskeeper	2015	14,284						
No Match	Linen Service Aide - PIO	Hourly	2015	17,908					
		Monthly	2,998.52						
		Annual	28,782.26						
No Match	Clerk - PIO	Hourly	1950	19,099	19,822	20,545	21,498	22,278	
		Monthly	3,103.59	3,221.08	3,338.56	3,493.43	3,620.18		
		Annual	37,243.05	38,652.90	40,062.75	41,921.10	43,442.10		
No Match	Clerk - Communication - PIO	Hourly	1950	19,099	19,822	20,545	21,498	22,278	
		Monthly	3,103.59	3,221.08	3,338.56	3,493.43	3,620.18		
		Annual	37,243.05	38,652.90	40,062.75	41,921.10	43,442.10		
No Match	Health Info. Mgmt Professional - PIO	Hourly	1950	20,545	21,498	22,278	23,220	24,145	
		Monthly	3,338.56	3,493.43	3,620.18	3,773.25	3,923.56		
		Annual	40,062.75	41,921.10	43,442.10	45,279.00	47,082.75		
No Match	Clerk B - PIO	Hourly	1950	20,546	21,499	22,277	23,220	24,145	
		Monthly	3,338.73	3,493.59	3,620.01	3,773.25	3,923.56		
		Annual	40,064.70	41,923.05	43,440.15	45,279.00	47,082.75		

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5
No Match		Nutrition Aide - PIO <i>(Red Circled)</i>	2015	Hourly	20,656				
				Monthly	3,468.49				
				Annual	41,621.84				
No Match		Supervisor, Support Services - PIO	2015	Hourly	23,954	24,537	24,909	25,805	
				Monthly	3,966.70	4,022.28	4,182.64	4,333.09	
				Annual	47,600.35	49,442.06	50,191.64	51,997.08	
No Match		Media Specialist	2015	Hourly	24,926	25,873	26,520	27,183	27,998
				Monthly	4,185.49	4,344.51	4,453.15	4,564.48	4,701.33
				Annual	50,225.89	52,134.10	53,437.80	54,773.75	56,415.97
No Match		Systems Maintenance Tech.	2015	Hourly	26,335				
				Monthly	4,422.09				
				Annual	53,065.03				
No Match		Gardner	2015	Hourly	26,335				
				Monthly	4,422.09				
				Annual	53,065.03				
No Match		Buyer / Supervisor	1950	Hourly	29,036				
				Monthly	4,718.35				
				Annual	56,620.20				

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2012 – PROFESSIONAL TECHNICAL SECTOR CLASSIFICATIONS**  
 General Increase 2.75%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
17	Pharmacy Technician	Pharmacy Assistant <sup>P</sup>	2015	Hourly	17,441	18,232	18,897	19,608	20,386	21,196		
			Monthly	2,928.64	3,061.46	3,173.12	3,292.51	3,423.15	3,559.16			
			Annual	35,143.62	36,737.48	38,077.46	39,510.12	41,077.79	42,709.94			
27	Occupational Therapist	Occupational Therapist <sup>P</sup>	1950	Hourly	29,034	29,904	30,801	31,726	32,676	33,656		
			Monthly	4,718.03	4,859.40	5,005.16	5,155.48	5,309.85	5,469.10			
			Annual	56,616.30	58,312.80	60,061.95	61,865.70	63,718.20	65,629.20			
28	Physiotherapist	Physiotherapist <sup>P</sup>	1950	Hourly	29,034	29,904	30,801	31,726	32,676	33,656		
			Monthly	4,718.03	4,859.40	5,005.16	5,155.48	5,309.85	5,469.10			
			Annual	56,616.30	58,312.80	60,061.95	61,865.70	63,718.20	65,629.20			
29	Respiratory Therapist	Respiratory Therapist <sup>P</sup>	2015	Hourly	27,743	28,573	29,431	30,311	31,224	32,158	33,124	
			Monthly	4,658.51	4,797.88	4,941.96	5,089.72	5,243.03	5,399.86	5,562.07		
			Annual	55,902.15	57,574.60	59,303.47	61,076.67	62,916.36	64,798.37	66,744.86		
32	Occupational Therapist - Senior	Sr. Occupational Therapist <sup>P</sup>	1950	Hourly	31,849	32,802	33,788	34,805	35,846			
			Monthly	5,175.46	5,330.33	5,490.55	5,655.81	5,824.98				
			Annual	62,105.55	63,963.90	65,886.60	67,869.75	69,899.70				
33	Physiotherapist - Senior	Sr. Physiotherapist <sup>P</sup>	1950	Hourly	31,849	32,802	33,788	34,805	35,846			
			Monthly	5,175.46	5,330.33	5,490.55	5,655.81	5,824.98				
			Annual	62,105.55	63,963.90	65,886.60	67,869.75	69,899.70				
34	Respiratory Therapist - Senior	Sr. Respiratory Therapist <sup>P</sup>	2015	Hourly	30,040	30,941	31,868	32,826	33,810	34,823	35,867	
			Monthly	5,044.22	5,195.51	5,351.17	5,512.03	5,677.26	5,847.36	6,022.67		
			Annual	60,530.60	62,346.12	64,214.02	66,144.39	68,127.15	70,168.35	72,272.01		
35A	X-Ray Technologist - Senior	Radiology Technologist <sup>P</sup>	2015	Hourly	28,038	29,325	30,667	32,121	33,636	35,228		
			Monthly	4,708.05	4,924.16	5,149.50	5,393.65	5,648.05	5,915.37			
			Annual	56,496.57	59,089.88	61,794.01	64,723.82	67,776.54	70,984.42			
39	Speech Language Pathologist	Speech Language Pathologist <sup>P</sup>	1950	Hourly	30,484	31,743	32,963	34,187	35,494	36,919	38,355	
			Monthly	4,950.40	5,158.24	5,356.49	5,555.39	5,767.78	5,999.34	6,232.69		
			Annual	59,404.80	61,898.85	64,277.85	66,664.65	69,213.30	71,992.05	74,792.25		
44	Laboratory Technologist - General Duty	Laboratory Technologist II <sup>P</sup>	2015	Hourly	26,209	27,418	28,674	30,020	31,420	32,880		
			Monthly	4,400.93	4,603.94	4,814.84	5,040.86	5,275.94	5,521.10			
			Annual	52,811.14	55,247.27	57,778.11	60,490.30	63,311.30	66,253.20			
50	Social Worker (BSW)	Social Worker <sup>P</sup>	2015	Hourly	24,414	25,517	26,667	27,897	29,158	30,436	31,623	31,911
			Monthly	4,099.52	4,284.73	4,477.83	4,684.37	4,896.11	5,110.71	5,310.03	5,358.39	
			Annual	49,194.21	51,416.76	53,734.01	56,212.46	58,753.37	61,328.54	63,720.35	64,300.67	

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Code	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
52	Laboratory Technologist - Charge	Laboratory Technologist IV <sup>P</sup>	2015	Hourly	28,804	30,128	31,524	32,972	34,510	36,177	37,910	
				Monthly	4,836.67	5,058.99	5,293.41	5,536.55	5,794.80	6,074.72	6,365.72	
				Annual	58,040.06	60,707.92	63,520.86	66,438.58	69,537.65	72,896.66	76,388.65	
	No Match	Recreation Facilitator <sup>P</sup>	2015	Hourly	20,633	21,442	22,342	23,212	24,110	25,060		
				Monthly	3,464.63	3,600.47	3,751.59	3,897.68	4,048.47	4,207.99		
				Annual	41,575.50	43,205.63	45,019.13	46,772.18	48,581.65	50,495.90		
	No Match	EMG Technologist <sup>P</sup>	2015	Hourly	23,621	24,693	25,832	27,016	28,284	29,604	30,979	
				Monthly	3,966.36	4,146.37	4,337.62	4,536.44	4,749.36	4,971.01	5,201.89	
				Annual	47,596.32	49,756.40	52,051.48	54,437.24	56,992.26	59,652.06	62,422.69	

<sup>P</sup> Rates are Linked to the Professional Technical sector



**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2012 – TRADES SECTOR CLASSIFICATIONS**

**General Increase 0%**

<b>Stand. Group #</b>	<b>Occupational Group</b>	<b>Employer Classification</b>	<b>Annual Hours</b>	<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
12E	Electrician	Electrician <sup>T</sup>	2015 Hourly Monthly Annual	31.997 5,372.83 64,473.96				
22B	Medical Electronic Technologist	Electronics Technologist <sup>T</sup>	2015 Hourly Monthly Annual	28,619 4,805.61 57,667.29	29,838 5,010.30 60,123.57	31,152 5,230.94 62,771.28	31,932 5,361.92 64,342.98	32,822 5,511.36 66,136.33
	No Match	Mechanic <sup>T</sup>	2015 Hourly Monthly Hourly	31.142 5,229.26 62,751.13				
	No Match	Maintenance Utility Person <sup>T</sup>	2015 Hourly Monthly Annual	18,400 3,089.67 37,076.00	19,738 3,314.34 39,772.07	21,092 3,541.70 42,500.38		

<sup>T</sup> Rates are Linked to the Trades sector

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**  
**SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2012 – PROFESSIONAL TECHNICAL SECTOR CLASSIFICATIONS**

Addition of 20 Year Scale													
Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 <sup>Note 1</sup>	
17	Pharmacy Technician	Pharmacy Assistant <sup>P</sup>	2015	Hourly	17,441	18,232	18,897	19,608	20,386	21,196		21,620	
				Monthly	2,928.64	3,061.46	3,173.12	3,292.51	3,423.15	3,559.16	3,630.40		
				Annual	35,143.62	36,737.48	38,077.46	39,510.12	41,077.79	42,709.94	43,564.75		
27	Occupational Therapist	Occupational Therapist <sup>P</sup>	1950	Hourly	29,034	29,904	30,801	31,726	32,676	33,656		34,329	
				Monthly	4,718.03	4,859.40	5,005.16	5,155.48	5,309.85	5,469.10	5,578.44		
				Annual	56,616.30	58,312.80	60,061.95	61,865.70	63,718.20	65,629.20	66,941.31		
28	Physiotherapist	Physiotherapist <sup>P</sup>	1950	Hourly	29,034	29,904	30,801	31,726	32,676	33,656		34,329	
				Monthly	4,718.03	4,859.40	5,005.16	5,155.48	5,309.85	5,469.10	5,578.44		
				Annual	56,616.30	58,312.80	60,061.95	61,865.70	63,718.20	65,629.20	66,941.31		
29	Respiratory Therapist	Respiratory Therapist <sup>P</sup>	2015	Hourly	27,743	28,573	29,431	30,311	31,224	32,158	33,124	33,786	
				Monthly	4,658.51	4,797.88	4,941.96	5,089.72	5,243.03	5,399.86	5,562.07	5,673.23	
				Annual	55,902.15	57,574.60	59,303.47	61,076.67	62,916.36	64,798.37	66,744.86	68,078.77	
32	Occupational Therapist - Senior	Sr. Occupational Therapist <sup>P</sup>	1950	Hourly	31,849	32,802	33,788	34,805	35,846		36,563		
				Monthly	5,175.46	5,330.33	5,490.55	5,655.81	5,824.98	5,941.54			
				Annual	62,105.55	63,963.90	65,886.60	67,869.75	69,899.70	71,298.47			
33	Physiotherapist - Senior	Sr. Physiotherapist <sup>P</sup>	1950	Hourly	31,849	32,802	33,788	34,805	35,846		36,563		
				Monthly	5,175.46	5,330.33	5,490.55	5,655.81	5,824.98	5,941.54			
				Annual	62,105.55	63,963.90	65,886.60	67,869.75	69,899.70	71,298.47			
34	Respiratory Therapist - Senior	Sr. Respiratory Therapist <sup>P</sup>	2015	Hourly	30,040	30,941	31,868	32,826	33,810	34,823	35,867	36,584	
				Monthly	5,044.22	5,195.51	5,351.17	5,512.03	5,677.26	5,847.36	6,022.67	6,143.11	
				Annual	60,530.60	62,346.12	64,214.02	66,144.39	68,127.15	70,168.35	72,272.01	73,717.33	
35A	X-Ray Technologist - Senior	Radiology Technologist <sup>P</sup>	2015	Hourly	28,038	29,325	30,667	32,121	33,636	35,228		35,932	
				Monthly	4,708.05	4,924.16	5,149.50	5,393.65	5,648.05	5,915.37	6,033.65		
				Annual	56,496.57	59,089.88	61,794.01	64,723.82	67,776.54	70,984.42	72,403.77		
39	Speech Language Pathologist	Speech Language Pathologist <sup>P</sup>	1950	Hourly	30,464	31,743	32,963	34,187	35,494	36,919	38,355	39,122	
				Monthly	4,950.40	5,158.24	5,356.49	5,555.39	5,767.78	5,999.34	6,232.69	6,357.26	
				Annual	59,404.80	61,898.85	64,277.85	66,664.65	69,213.30	71,992.05	74,792.25	76,287.14	
44	Laboratory Technologist - General Duty	Laboratory Technologist II <sup>P</sup>	2015	Hourly	26,209	27,418	28,674	30,020	31,420	32,880		33,538	
				Monthly	4,400.93	4,603.94	4,814.84	5,040.86	5,275.94	5,521.10	5,631.52		
				Annual	52,811.14	55,247.27	57,778.11	60,490.30	63,311.30	66,253.20	67,578.26		
50	Social Worker (BSW)	Social Worker <sup>P</sup>	2015	Hourly	24,414	25,517	26,667	27,897	29,158	30,436	31,623	31,911	32,549
				Monthly	4,099.52	4,284.73	4,477.83	4,684.37	4,896.11	5,110.71	5,310.03	5,358.39	
				Annual	49,194.21	51,416.76	53,734.01	56,212.46	58,753.37	61,328.54	63,720.35	64,300.67	65,586.82

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 <sup>Note 1</sup>
52	Laboratory Technologist - Charge	Laboratory Technologist IV <sup>P</sup>	2015 Hourly Monthly Annual	28,804 4,836.67 58,040.06	30,128 5,058.99 60,707.92	31,524 5,293.41 63,520.86	32,972 5,536.55 66,438.58	34,510 5,794.80 69,537.65	36,177 6,074.72 72,896.66	37,910 6,365.72 76,388.65		38,668 6,492.97 77,915.63
	No Match	Recreation Facilitator <sup>P</sup>	2015 Hourly	20,633	21,442	22,342	23,212	24,110	25,060			25,561
	No Match	EMG Technologist <sup>P</sup>	2015 Hourly Monthly Annual	3,464.63 41,575.50	3,600.47 43,205.63	3,751.59 45,019.13	3,897.68 46,772.18	4,048.47 48,581.65	4,207.99 50,495.90	4,420.99 52,410.89	4,572.08 54,322.98	4,723.17 56,236.07

<sup>P</sup> Rates are Linked to the Professional Technical sector

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" - EFFECTIVE APRIL 1, 2013**

General Increase 0%		Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5
Stand. Group #										
2D	Day Centre Coordinator	Adult Day Centre Coordinator	2015	Hourly	26,070	26,852	27,657	28,487	29,342	30,222
	Monthly			4,377.59	4,508.90	4,644.07	4,783.44	4,927.01	5,074.78	
	Annual			52,531.05	54,106.78	55,728.86	57,401.31	59,124.13	60,897.33	
3	CSR Aide - Uncertified	Central Supply Room Attendant	2015	Hourly	15,550	16,016	16,497	16,992	17,502	18,027
				Monthly	2,611.10	2,689.35	2,770.12	2,853.24	2,938.88	3,027.03
				Annual	31,333.25	32,272.24	33,241.46	34,238.88	35,266.53	36,324.41
6	Cook I (Entry)	Assistant Cook	2015	Hourly	17,818	18,353	18,903	19,470	20,054	20,656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
7	Dietetic Aide	Nutrition Aide	2015	Hourly	14,479	14,913	15,361	15,822	16,296	16,785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
8	Housekeeping Aide	Housekeeping Aide	2015	Hourly	14,479	14,913	15,361	15,822	16,296	16,785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
9	Laundry Aide	Linen Services Aide	2015	Hourly	14,479	14,913	15,361	15,822	16,296	16,785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
13	Health Care Aide	Adult Day Centre Attendant Health Care Aide	2015	Hourly	17,044	17,555	18,082	18,624	19,183	19,759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
13A	Rehab Assistant	Rehabilitation Attendant	2015	Hourly	17,044	17,555	18,082	18,624	19,183	19,759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
15C	Material Management Aide	Storeskeeper I	2015	Hourly	17,044	17,555	18,082	18,624	19,183	19,759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
15D	Shipper / Receiver	Storeskeeper II Receiver	2015	Hourly	17,818	18,353	18,903	19,470	20,054	20,656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
16C	Clerk IV	Clerk Clerk - Communication	1950	Hourly	17,403	17,925	18,462	19,016	19,587	20,174
				Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
				Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	
16E	Ward Clerk	Clerical Partner	1950	Hourly	17,044	17,555	18,082	18,624	19,183	19,759
			Monthly	2,769.65	2,852.69	2,938.33	3,026.40	3,117.24	3,210.84	
			Annual	33,235.80	34,232.25	35,259.90	36,316.80	37,406.85	38,530.05	
16F	Health Records Technician	Health Info. Mgmt Professional	1950	Hourly	18,540	19,096	19,669	20,259	20,867	21,493
			Monthly	3,012.75	3,103.10	3,196.21	3,292.09	3,390.89	3,492.61	
			Annual	36,153.00	37,237.20	38,354.55	39,505.05	40,690.65	41,911.35	
16O	Health Information Analyst	Health Information Bed Management Analyst	1950	Hourly	19,983	20,582	21,200	21,836	22,491	23,165
			Monthly	3,247.24	3,344.58	3,445.00	3,548.35	3,654.79	3,764.31	
			Annual	38,966.85	40,134.90	41,340.00	42,580.20	43,857.45	45,171.75	
18	Housekeeping / Dietary / Laundry - Supervisor	Supervisor, Support Services	2015	Hourly	18,211	18,757	19,320	19,899	20,496	21,111
			Monthly	3,057.93	3,149.61	3,244.15	3,341.37	3,441.62	3,544.89	
			Annual	36,695.17	37,795.36	38,929.80	40,096.49	41,299.44	42,538.67	
No Match	Seasonal Groundskeeper		2015	Hourly	14,284					
			2015	Monthly	2,398.52					
			2015	Annual	28,782.26					
No Match	Linen Service Aide - PIO		2015	Hourly	17,908					
			2015	Monthly	3,007.05					
			2015	Annual	36,084.62					
No Match	Clerk - PIO		1950	Hourly	19,099	19,822	20,545	21,498	22,278	
			1950	Monthly	3,103.59	3,221.08	3,338.56	3,493.43	3,620.18	
			1950	Annual	37,243.05	38,652.90	40,062.75	41,921.10	43,442.10	
No Match	Clerk - Communication - PIO		1950	Hourly	19,099	19,822	20,545	21,498	22,278	
			1950	Monthly	3,103.59	3,221.08	3,338.56	3,493.43	3,620.18	
			1950	Annual	37,243.05	38,652.90	40,062.75	41,921.10	43,442.10	
No Match	Health Info. Mgmt Professional - PIO		1950	Hourly	20,545	21,498	22,278	23,220	24,145	
			1950	Monthly	3,338.56	3,493.43	3,620.18	3,773.25	3,923.56	
			1950	Annual	40,062.75	41,921.10	43,442.10	45,279.00	47,082.75	
No Match	Clerk B - PIO		1950	Hourly	20,546	21,499	22,277	23,220	24,145	
			1950	Monthly	3,338.73	3,493.59	3,620.01	3,773.25	3,923.56	
			1950	Annual	40,064.70	41,923.05	43,440.15	45,279.00	47,082.75	
No Match	Nutrition Aide - PIO		2015	Hourly	20,656					
			2015	Monthly	3,468.49					
			2015	Annual	41,621.84					

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5
No Match		Supervisor, Support Services - PIO	2015	Hourly	23,954	24,537	24,909	25,805	
				Monthly	3,966.70	4,120.17	4,182.64	4,333.09	
				Annual	47,600.35	49,442.06	50,191.64	51,997.08	
No Match		Media Specialist	2015	Hourly	25,873	26,520	27,183	27,998	29,173
				Monthly	4,165.49	4,453.15	4,564.48	4,701.33	4,898.03
				Annual	50,225.89	53,437.80	54,773.75	56,415.97	58,783.60
No Match		Systems Maintenance Tech.	2015	Hourly	26,335				
				Monthly	4,422.09				
				Annual	53,065.03				
No Match		Gardner	2015	Hourly	26,335				
				Monthly	4,422.09				
				Annual	53,065.03				
No Match		Buyer / Supervisor	1950	Hourly	29,036				
				Monthly	4,718.35				
				Annual	56,620.20				

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2013 – PROFESSIONAL TECHNICAL SECTOR CLASSIFICATIONS**

General Increase 2.75% (Market Adjustment Denoted with *)													
Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 <sup>Note 1</sup>	
17	Pharmacy Technician	Pharmacy Assistant <sup>P</sup>	2015	Hourly	17,920	18,733	19,416	20,147	20,946	21,779		22,215	
				Monthly	3,009.13	3,145.64	3,260.34	3,383.02	3,517.22	3,657.09	3,730.23		
				Annual	36,109.62	37,747.68	39,124.07	40,596.20	42,206.60	43,885.08	44,762.78		
27	Occupational Therapist**	Occupational Therapist <sup>P</sup>	1950	Hourly	31,058	31,989	32,949	33,938	34,954	36,002		36,722	
				Monthly	5,047.00	5,198.28	5,354.21	5,514.96	5,680.00	5,850.39	5,967.40		
				Annual	60,564.02	62,379.42	64,250.54	66,179.54	68,159.97	70,204.71	71,608.80		
28	Physiotherapist**	Physiotherapist <sup>P</sup>	1950	Hourly	31,058	31,989	32,949	33,938	34,954	36,002		36,722	
				Monthly	5,047.00	5,198.28	5,354.21	5,514.96	5,680.00	5,850.39	5,967.40		
				Annual	60,564.02	62,379.42	64,250.54	66,179.54	68,159.97	70,204.71	71,608.80		
29	Respiratory Therapist	Respiratory Therapist <sup>P</sup>	2015	Hourly	28,505	29,358	30,240	31,145	32,082	33,042	34,034	34,715	
				Monthly	4,786.53	4,929.78	5,077.80	5,229.73	5,387.16	5,548.30	5,714.95		
				Annual	57,438.42	59,157.32	60,933.65	62,756.79	64,645.88	66,579.64	68,579.34		
32	Occupational Therapist - Senior**	Sr. Occupational Therapist <sup>P</sup>	1950	Hourly	34,070	35,089	36,144	37,231	38,346		39,113		
				Monthly	5,536.39	5,701.97	5,873.43	6,050.08	6,231.19	6,355.81			
				Annual	66,436.74	68,423.60	70,481.20	72,600.95	74,774.28	76,269.77			
33	Physiotherapist - Senior**	Sr. Physiotherapist <sup>P</sup>	1950	Hourly	34,070	35,089	36,144	37,231	38,346		39,113		
				Monthly	5,536.39	5,701.97	5,873.43	6,050.08	6,231.19	6,355.81			
				Annual	66,436.74	68,423.60	70,481.20	72,600.95	74,774.28	76,269.77			
34	Respiratory Therapist - Senior	Sr. Respiratory Therapist <sup>P</sup>	2015	Hourly	30,866	31,792	32,744	33,728	34,740	35,781	36,853	37,590	
				Monthly	5,182.93	5,338.40	5,498.31	5,663.53	5,833.37	6,008.16	6,188.28		
				Annual	62,195.17	64,060.86	65,979.72	67,962.41	70,000.41	72,097.98	74,259.37		
35A	X-Ray Technologist - Senior	Radiology Technologist <sup>P</sup>	2015	Hourly	28,809	30,131	31,510	33,004	34,561	36,197		36,921	
				Monthly	4,837.59	5,059.54	5,291.07	5,541.92	5,803.41	6,078.01	6,199.57		
				Annual	58,051.10	60,714.54	63,492.85	66,503.05	69,640.89	72,936.16	74,394.88		
39	Speech Language Pathologist***	Speech Language Pathologist <sup>P</sup>	1950	Hourly	34,119	35,551	36,918	38,289	39,752	41,348	42,956	43,815	
				Monthly	5,544.39	5,777.02	5,999.17	6,221.89	6,459.76	6,719.13	6,980.37		
				Annual	66,532.65	69,324.20	71,990.08	74,662.70	77,517.08	80,629.52	83,764.40		
44	Laboratory Technologist - General Duty	Laboratory Technologist II <sup>P</sup>	2015	Hourly	26,930	28,172	29,463	30,846	32,284	33,784		34,460	
				Monthly	4,522.03	4,730.51	4,947.33	5,179.56	5,421.02	5,672.93	5,786.39		
				Annual	54,264.41	56,766.18	59,367.92	62,154.75	65,052.20	68,075.16	69,436.67		
50	Social Worker (BSW)*	Social Worker <sup>P</sup>	2015	Hourly	26,340	27,530	28,770	30,097	31,458	32,836	34,118	34,428	
				Monthly	4,422.94	4,622.68	4,830.97	5,053.78	5,282.37	5,513.74	5,728.92		
				Annual	53,075.33	55,472.11	57,971.64	60,645.40	63,388.40	66,164.91	68,747.09		
												69,372.53	70,759.98

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 <sup>Note 1</sup>
52	Laboratory Technologist - Charge	Laboratory Technologist IV <sup>P</sup>	2015	Hourly 29,596	30,957	32,391	33,879	35,459	37,172	38,952		39,731
				Monthly 4,969.66	5,198.18	5,438.92	5,688.89	5,954.09	6,241.82	6,540.71		6,671.53
				Annual 59,635.97	62,378.12	65,267.06	68,266.62	71,449.14	74,901.83	78,488.54		80,058.31
	No Match	Recreation Facilitator <sup>P</sup>	2015	Hourly 21,201	22,032	22,956	23,851	24,773	25,749			26,264
				Monthly 3,559.94	3,699.46	3,854.76	4,004.91	4,159.85	4,323.66			4,410.13
				Annual 42,719.29	44,393.52	46,257.07	48,058.94	49,918.24	51,883.91			52,921.59
	No Match	EMG Technologist <sup>P</sup>	2015	Hourly 24,271	25,372	26,543	27,759	29,062	30,418	31,831		32,468
				Monthly 4,075.47	4,260.37	4,456.97	4,661.20	4,879.96	5,107.76	5,344.96		5,451.86
				Annual 48,905.62	51,124.45	53,483.68	55,934.38	58,559.53	61,293.17	64,139.57		65,422.36

\* 5.0% MA - Social Worker

\*\* 4.1% MA - Occupational Therapist/Physiotherapist

\*\*\*9.0% MA - Speech Language Pathologist

<sup>P</sup> Rates are Linked to the Professional Technical sector



**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2013 – TRADES SECTOR CLASSIFICATIONS**

General Increase 0%		Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4
Stand. Group #	Electrician <sup>T</sup>								
12E	Electrician	Electrician <sup>T</sup>	2015	Hourly Monthly Annual	31,997 5,372.83 64,473.96				
22B	Medical Electronic Technologist	Electronics Technologist <sup>T</sup>	2015	Hourly Monthly Annual	28,619 4,805.61 57,667.29	29,838 5,010.30 60,123.57	31,152 5,230.94 62,771.28	31,932 5,361.92 64,342.98	32,822 5,511.36 66,136.33
	No Match	Mechanic <sup>T</sup>	2015	Hourly Monthly Annual	31,142 5,229.26 62,751.13				
	No Match	Maintenance Utility Person <sup>T</sup>	2015	Hourly Monthly Annual	18,400 3,089.67 37,076.00	19,738 3,314.34 39,772.07	21,092 3,541.70 42,500.38		

<sup>T</sup> Rates are Linked to the T trades sector

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2014**

General Increase 2.5%		Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5
Stand. Group #										
2D	Day Centre Coordinator	Adult Day Centre Coordinator	2015	Hourly	26,721	27,523	28,349	29,199	30,075	30,977
	Monthly			4,486.90	4,621.57	4,760.27	4,903.00	5,050.09	5,201.56	
	Annual			53,842.82	55,458.85	57,123.24	58,835.99	60,601.13	62,418.66	
3	CSR Aide - Uncertified	Central Supply Room Attendant	2015	Hourly	15,939	16,417	16,909	17,417	17,939	18,477
				Monthly	2,676.42	2,756.69	2,839.30	2,924.61	3,012.26	3,102.60
				Annual	32,117.09	33,080.26	34,071.64	35,095.26	36,147.09	37,231.16
6	Cook I (Entry)	Assistant Cook	2015	Hourly	18,264	18,811	19,376	19,957	20,556	21,172
				Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13
				Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58
7	Dietetic Aide	Nutrition Aide	2015	Hourly	14,841	15,286	15,745	16,217	16,704	17,205
				Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01
				Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08
8	Housekeeping Aide	Housekeeping Aide Service Partner Inventory Aide	2015	Hourly	14,841	15,286	15,745	16,217	16,704	17,205
				Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01
				Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08
9	Laundry Aide	Linen Services Aide	2015	Hourly	14,841	15,286	15,745	16,217	16,704	17,205
				Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01
				Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08
13	Health Care Aide	Adult Day Centre Attendant Health Care Aide	2015	Hourly	17,470	17,994	18,534	19,090	19,663	20,252
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
13A	Rehab Assistant	Rehabilitation Attendant	2015	Hourly	17,470	17,994	18,534	19,090	19,663	20,252
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
15C	Material Management Aide	Storeskeeper I	2015	Hourly	17,470	17,994	18,534	19,090	19,663	20,252
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
15D	Shipper / Receiver	Storeskeeper II Receiver	2015	Hourly	18,264	18,811	19,376	19,957	20,556	21,172
				Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13
				Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58
16C	Clerk IV	Clerk Clerk - Communication	1950	Hourly	17,838	18,373	18,924	19,492	20,076	20,679
				Monthly	2,988.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34
				Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5
					Step 1	Step 2	Step 3	Step 4	Step 5
16E	Ward Clerk	Clerical Partner	1950	Hourly	17,994	18,534	19,090	19,663	20,252
				Monthly	2,838.88	3,011.78	3,102.13	3,195.24	3,290.95
				Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85
16F	Health Records Technician	Health Info. Mgmt Professional	1950	Hourly	19,003	20,161	20,766	21,389	22,030
				Monthly	3,087.99	3,180.78	3,276.16	3,374.48	3,475.71
				Annual	37,055.85	38,169.30	39,313.95	40,493.70	41,708.55
160	Health Information Analyst	Health Information Bed Management Analyst	1950	Hourly	20,482	21,730	22,381	23,053	23,745
				Monthly	3,328.33	3,428.26	3,531.13	3,636.91	3,746.11
				Annual	39,939.90	41,139.15	42,373.50	43,642.95	44,953.35
18	Housekeeping / Dietary / Laundry - Supervisor	Supervisor, Support Services	2015	Hourly	18,666	19,226	19,803	20,397	21,009
				Monthly	3,134.33	3,228.37	3,325.25	3,425.00	3,527.76
				Annual	37,611.99	38,740.39	39,903.05	41,099.96	42,333.14
No Match	Seasonal Groundskeeper		2015	Hourly	14,642				
No Match	Linen Service Aide - PIO		2015	Hourly	18,356				
				Monthly	3,082.28				
				Annual	36,987.34				
No Match	Clerk - PIO		1950	Hourly	19,576	20,317	21,058	22,035	22,835
				Monthly	3,181.10	3,301.51	3,421.93	3,580.69	3,710.69
				Annual	38,173.20	39,618.15	41,063.10	42,968.25	44,528.25
No Match	Clerk - Communication - PIO		1950	Hourly	19,576	20,317	21,058	22,035	22,835
				Monthly	3,181.10	3,301.51	3,421.93	3,580.69	3,710.69
				Annual	38,173.20	39,618.15	41,063.10	42,968.25	44,528.25
No Match	Health Info. Mgmt Professional - PIO		1950	Hourly	21,058	22,035	23,000	24,749	
				Monthly	3,421.93	3,580.69	3,710.69	3,867.50	4,021.71
				Annual	41,063.10	42,968.25	44,528.25	46,410.00	48,260.55
No Match	Clerk B - PIO		1950	Hourly	21,060	22,037	22,834	23,801	24,749
				Monthly	3,422.25	3,581.01	3,710.53	3,867.66	4,021.71
				Annual	41,067.00	42,972.15	44,526.30	46,411.95	48,260.55
No Match	Nutrition Aide - PIO (Red Circled)		2015	Hourly	20,656				
				Monthly	3,468.49				
				Annual	41,621.84				
No Match	Supervisor, Support Services - PIO		2015	Hourly	24,214	24,553	25,150	25,531	26,450
				Monthly	4,065.93	4,122.86	4,223.10	4,287.08	4,441.40
				Annual	48,791.21	49,474.30	50,677.25	51,444.97	53,296.75

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	
No Match		Media Specialist	2015	Hourly	25,550	26,519	27,183	27,863	28,698	29,903
				Monthly	4,290.27	4,452.98	4,564.48	4,678.66	4,818.87	5,021.21
				Annual	51,483.25	53,435.79	54,773.75	56,143.95	57,826.47	60,254.55
No Match		Systems Maintenance Tech.	2015	Hourly	26,993					
				Monthly	4,532.58					
				Annual	54,390.90					
No Match		Gardner	2015	Hourly	26,993					
				Monthly	4,532.58					
				Annual	54,390.90					
No Match		Buyer / Supervisor	1950	Hourly	29,762					
				Monthly	4,836.33					
				Annual	58,035.90					

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**  
**SCHEDULE "A" -- EFFECTIVE APRIL 1, 2014 -- PROFESSIONAL TECHNICAL SECTOR CLASSIFICATIONS**

Stand. Group #	Occupational Group	Employer Classification <sup>P</sup>	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 <sup>Note 1</sup>
17	Pharmacy Technician	Pharmacy Assistant <sup>P</sup>	2015	Hourly Monthly Annual				To be determined				
27	Occupational Therapist	Occupational Therapist <sup>P</sup>	1950	Hourly Monthly Annual				To be determined				
28	Physiotherapist	Physiotherapist <sup>P</sup>	1950	Hourly Monthly Annual				To be determined				
29	Respiratory Therapist	Respiratory Therapist <sup>P</sup>	2015	Hourly Monthly Annual				To be determined				
32	Occupational Therapist - Senior	Sr. Occupational Therapist <sup>P</sup>	1950	Hourly Monthly Annual				To be determined				
33	Physiotherapist - Senior	Sr. Physiotherapist <sup>P</sup>	1950	Hourly Monthly Annual				To be determined				
34	Respiratory Therapist - Senior	Sr. Respiratory Therapist <sup>P</sup>	2015	Hourly Monthly Annual				To be determined				
35A	X-Ray Technologist - Senior	Radiology Technologist <sup>P</sup>	2015	Hourly Monthly Annual				To be determined				
39	Speech Language Pathologist	Speech Language Pathologist <sup>P</sup>	1950	Hourly Monthly Annual				To be determined				
44	Laboratory Technologist - General Duty	Laboratory Technologist II <sup>P</sup>	2015	Hourly Monthly Annual				To be determined				
50	Social Worker (BSW)	Social Worker <sup>P</sup>	2015	Hourly Monthly Annual				To be determined				

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification *	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
52	Laboratory Technologist - Charge	Laboratory Technologist IV <sup>P</sup>	2015	Hourly									
	No Match	Recreation Facilitator <sup>P</sup>	2015	Hourly				To be determined					
	No Match	EMG Technologist <sup>P</sup>	2015	Hourly				To be determined					

\* Subject to the negotiated settlement at the MAHCP Professional/Technical Central Table.

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2014 – TRADES SECTOR CLASSIFICATIONS**

**General Increase 2.5%**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5
12E	Electrician	Electrician <sup>†</sup>	Hourly	32,797					
			Monthly	5,507.16					
			Annual	66,085.96					
22B	Medical Electronic Technologist	Electronics Technologist <sup>†</sup>	Hourly	29,334	30,584	31,931	32,731	33,643	
			Monthly	4,925.67	5,135.56	5,361.75	5,496.08	5,649.22	
			Annual	59,108.01	61,626.76	64,340.97	65,952.97	67,790.65	
No Match	No Match	Mechanic <sup>†</sup>	Hourly	31,921					
			Monthly	5,360.07					
			Annual	64,320.82					
No Match	No Match	Maintenance Utility Person <sup>†</sup>	Hourly	18,860	20,231	21,619			
			Monthly	3,166.91	3,397.12	3,630.19			
			Annual	38,002.90	40,765.47	43,562.29			

<sup>†</sup> Rates are Linked to the Trades sector

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2014**

Addition of 20 Year Scale

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20 Note 2	
2D	Day Centre Coordinator	Adult Day Centre Coordinator	2015	Hourly	26,721	27,523	28,349	29,199	30,075	30,977	31,597
				Monthly	4,486.90	4,621.57	4,760.27	4,903.00	5,050.09	5,201.56	5,305.66
				Annual	53,842.82	55,458.85	57,123.24	58,835.99	60,601.13	62,418.66	63,667.96
3	CSR Aide - Uncertified	Central Supply Room Attendant	2015	Hourly	15,939	16,417	16,909	17,417	17,939	18,477	18,847
				Monthly	2,676.42	2,756.69	2,839.30	2,924.61	3,012.26	3,102.60	3,164.73
				Annual	32,117.09	33,080.26	34,071.64	35,095.26	36,147.09	37,231.16	37,976.71
6	Cook I (Entry)	Assistant Cook	2015	Hourly	18,264	18,811	19,376	19,957	20,556	21,172	21,596
				Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13	3,626.33
				Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58	43,515.94
7	Dietetic Aide	Nutrition Aide	2015	Hourly	14,841	15,286	15,745	16,217	16,704	17,205	17,549
				Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01	2,946.77
				Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08	35,361.24
8	Housekeeping Aide	Housekeeping Aide	2015	Hourly	14,841	15,286	15,745	16,217	16,704	17,205	17,549
				Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01	2,946.77
				Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08	35,361.24
9	Laundry Aide	Linen Services Aide	2015	Hourly	14,841	15,286	15,745	16,217	16,704	17,205	17,549
				Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01	2,946.77
				Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08	35,361.24
13	Health Care Aide	Adult Day Centre Attendant Health Care Aide	2015	Hourly	17,470	17,994	18,534	19,090	19,663	20,252	20,658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,625.87
13A	Rehab Assistant	Rehabilitation Attendant	2015	Hourly	17,470	17,994	18,534	19,090	19,663	20,252	20,658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,625.87
15C	Material Management Aide	Storeskeeper I	2015	Hourly	17,470	17,994	18,534	19,090	19,663	20,252	20,658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,625.87
15D	Shipper / Receiver	Storekeeper II Receiver	2015	Hourly	18,264	18,811	19,376	19,957	20,556	21,172	21,596
				Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13	3,626.33
				Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58	43,515.94
16C	Clerk IV	Clerk Clerk - Communication	1950	Hourly	17,838	18,373	18,924	19,492	20,076	20,679	21,092
				Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34	3,427.45
				Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05	41,129.40
16E	Ward Clerk	Clerical Partner	1950	Hourly	17,470	17,994	18,534	19,090	19,663	20,252	20,658
				Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,290.95	3,356.93
				Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,491.40	40,283.10



**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20	Year 20
											Note 2
16F	Health Records Technician	Health Info. Mgmt Professional	1950	19,003	19,374	20,161	20,766	21,389	22,030	22,471	
				Monthly	3,087.99	3,180.78	3,276.16	3,374.48	3,475.71	3,579.88	3,651.54
				Annual	37,055.85	38,169.30	39,313.95	40,493.70	41,708.55	42,958.50	43,818.45
16O	Health Information Analyst	Health Information Bed Management Analyst	1950	20,482	21,097	21,730	22,381	23,053	23,745	24,219	
				Monthly	3,328.33	3,428.26	3,531.13	3,636.91	3,746.11	3,858.56	3,935.59
				Annual	39,939.90	41,139.15	42,373.50	43,642.95	44,953.35	46,302.75	47,227.05
18	Housekeeping / Dietary / Laundry - Supervisor	Supervisor, Support Services	2015	18,666	19,226	19,803	20,397	21,009	21,639	22,072	
				Monthly	3,134.33	3,228.37	3,325.25	3,425.00	3,527.76	3,633.55	3,706.26
				Annual	37,611.99	38,740.39	39,903.05	41,099.96	42,333.14	43,602.59	44,475.08
No Match	Seasonal Groundskeeper		2015	14,642						14,934	
				Monthly	2,458.64						2,507.67
				Annual	29,503.63						30,092.01
No Match	Linen Service Aide - PIO		2015	18,356						18,723	
				Monthly	3,082.28						3,143.90
				Annual	36,987.34						37,726.85
No Match	Clerk - PIO		1950	19,576	20,317	21,058	22,035	22,835	23,292		
				Monthly	3,181.10	3,301.51	3,421.93	3,580.69	3,710.69	3,784.95	
				Annual	38,173.20	39,618.15	41,063.10	42,968.25	44,528.25	45,419.40	
No Match	Clerk - Communication - PIO		1950	19,576	20,317	21,058	22,035	22,835	23,292		
				Monthly	3,181.10	3,301.51	3,421.93	3,580.69	3,710.69	3,784.95	
				Annual	38,173.20	39,618.15	41,063.10	42,968.25	44,528.25	45,419.40	
No Match	Health Info. Mgmt Professional - PIO		1950	21,058	22,035	22,835	23,800	24,749	25,244		
				Monthly	3,421.93	3,580.69	3,710.69	3,867.50	4,021.71	4,102.15	
				Annual	41,063.10	42,968.25	44,528.25	46,410.00	48,260.55	49,225.80	
No Match	Clerk B - PIO		1950	21,060	22,037	22,834	23,801	24,749	25,244		
				Monthly	3,422.25	3,581.01	3,710.53	3,867.66	4,021.71	4,102.15	
				Annual	41,067.00	42,972.15	44,526.30	46,411.95	48,260.55	49,225.80	
No Match	Nutrition Aide - PIO (Red Circled)		2015	20,556							
				Monthly	3,468.49						
				Annual	41,621.84						
No Match	Supervisor, Support Services - PIO		2015	24,214	24,553	25,150	25,531	26,450	26,979		
				Monthly	4,065.93	4,122.86	4,223.10	4,287.08	4,441.40	4,530.22	
				Annual	48,791.21	49,474.30	50,677.25	51,444.97	53,296.75	54,362.69	
No Match	Media Specialist		2015	25,550	26,519	27,183	27,863	28,698	29,903	30,501	
				Monthly	4,290.27	4,452.98	4,564.48	4,678.66	4,818.87	5,021.21	5,121.63
				Annual	51,483.25	53,435.79	54,773.75	56,143.95	57,926.47	60,254.55	61,459.52

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20 <sup>Note 2</sup>
No Match		Systems Maintenance Tech.	2015	Hourly	<b>26,993</b>					<b>27,533</b>
				Monthly	4,532.58					4,623.25
				Annual	54,390.90					55,479.00
No Match		Gardner	2015	Hourly	<b>26,993</b>					<b>27,533</b>
				Monthly	4,532.58					4,623.25
				Annual	54,390.90					55,479.00
No Match		Buyer / Supervisor	1950	Hourly	<b>29,762</b>					<b>30,357</b>
				Monthly	4,836.33					4,933.01
				Annual	58,035.90					59,196.15

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2014 – TRADES SECTOR CLASSIFICATIONS**

**Addition of 20 Year Scale - Market Adjustment Denoted with \***

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Year 20 <sup>Note 2</sup>
12E	Electrician ***	Electrician †	2015 Hourly Monthly Annual	32,976 5,537.22 66,446.64	30,751	32,105	32,909	33,826	33,635 5,647.88 67,774.53
22B	Medical Electronic Technologist ***	Electronics Technologist †	2015 Hourly Monthly Annual	29,494 4,952.53 59,430.41	30,751	32,105	32,909	33,826	34,503 5,793.63 69,523.55
	No Match	Mechanic †	2015 Hourly Monthly Annual	31,921 5,360.07 64,320.82					32,559 5,467.20 65,606.39
	No Match	Maintenance Utility Person †	2015 Hourly Monthly Annual	18,860 3,166.91 38,002.90	20,231	21,619			22,052 3,702.90 44,434.78

\* 1.82% MA - Engineer 2nd Class

\*\* 0.56% MA - Industrial Mechanic

\*\*\* 0.55% MA - Certified Technologist, Electrician, Licensed Technician, Plumber / Steamfitter

† Rates are Linked to the Trades sector

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2015**

General Increase 2.5%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20	Note 2
2D	Day Centre Coordinator	Adult Day Centre Coordinator	2015	Hourly	27,389	28,211	29,057	29,929	30,827	31,752	32,387
				Monthly	4,599.07	4,737.10	4,879.16	5,025.58	5,176.37	5,331.69	5,438.32
				Annual	55,188.84	56,845.17	58,549.86	60,306.94	62,116.41	63,980.28	65,259.81
3	CSR Aide - Uncertified	Central Supply Room Attendant	2015	Hourly	16,337	16,827	17,332	17,852	18,388	18,939	19,318
				Monthly	2,743.26	2,825.53	2,910.33	2,997.65	3,087.65	3,180.17	3,243.81
				Annual	32,919.06	33,906.41	34,923.98	35,971.78	37,051.82	38,162.09	38,925.77
6	Cook I (Entry)	Assistant Cook	2015	Hourly	18,720	19,282	19,860	20,456	21,070	21,702	22,136
				Monthly	3,143.40	3,237.77	3,334.83	3,434.90	3,538.00	3,644.13	3,717.00
				Annual	37,720.80	38,853.23	40,017.90	41,218.84	42,456.05	43,729.53	44,604.04
7	Dietetic Aide	Nutrition Aide	2015	Hourly	15,212	15,668	16,139	16,623	17,121	17,635	17,988
				Monthly	2,554.35	2,630.92	2,710.01	2,791.28	2,874.90	2,961.21	3,020.49
				Annual	30,652.18	31,571.02	32,520.09	33,495.35	34,498.82	35,534.53	36,245.82
8	Housekeeping Aide	Housekeeping Aide	2015	Hourly	15,212	15,668	16,139	16,623	17,121	17,635	17,988
				Monthly	2,554.35	2,630.92	2,710.01	2,791.28	2,874.90	2,961.21	3,020.49
				Annual	30,652.18	31,571.02	32,520.09	33,495.35	34,498.82	35,534.53	36,245.82
9	Laundry Aide	Linen Services Aide	2015	Hourly	15,212	15,668	16,139	16,623	17,121	17,635	17,988
				Monthly	2,554.35	2,630.92	2,710.01	2,791.28	2,874.90	2,961.21	3,020.49
				Annual	30,652.18	31,571.02	32,520.09	33,495.35	34,498.82	35,534.53	36,245.82
13	Health Care Aide	Adult Day Centre Attendant	2015	Hourly	17,907	18,444	18,997	19,567	20,154	20,759	21,174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
13A	Rehab Assistant	Rehabilitation Attendant	2015	Hourly	17,907	18,444	18,997	19,567	20,154	20,759	21,174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
15C	Material Management Aide	Storeskeeper I	2015	Hourly	17,907	18,444	18,997	19,567	20,154	20,759	21,174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
15D	Shipper / Receiver	Storeskeeper II Receiver	2015	Hourly	18,720	19,282	19,860	20,456	21,070	21,702	22,136
				Monthly	3,143.40	3,237.77	3,334.83	3,434.90	3,538.00	3,644.13	3,717.00
				Annual	37,720.80	38,853.23	40,017.90	41,218.84	42,456.05	43,729.53	44,604.04
16C	Clerk IV	Clerk - Communication	1950	Hourly	18,284	18,832	19,397	19,979	20,578	21,196	21,620
				Monthly	2,971.15	3,060.20	3,152.01	3,246.59	3,343.93	3,444.35	3,513.25
				Annual	35,653.80	36,722.40	37,824.15	38,959.05	40,127.10	41,332.20	42,159.00
16E	Ward Clerk	Clerical Partner	1950	Hourly	17,907	18,444	18,997	19,567	20,154	20,759	21,174
				Monthly	2,909.89	2,997.15	3,087.01	3,179.64	3,275.03	3,373.34	3,440.78
				Annual	34,918.65	35,965.80	37,044.15	38,155.65	39,300.30	40,480.05	41,289.30

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20	Note 2
16F	Health Records Technician	Health Info. Mgmt Professional	1950	Hourly	19,479	20,063	20,665	21,285	21,923	22,581	23,033
				Monthly	3,165.34	3,260.24	3,358.06	3,458.81	3,562.49	3,669.41	3,742.86
				Annual	37,984.05	39,122.85	40,296.75	41,505.75	42,749.85	44,032.95	44,914.35
16O	Health Information Analyst	Health Information Bed Management Analyst	1950	Hourly	20,994	21,624	22,273	22,941	23,629	24,338	24,825
				Monthly	3,411.53	3,513.90	3,619.36	3,727.91	3,839.71	3,954.93	4,034.06
				Annual	40,938.30	42,166.80	43,432.35	44,734.95	46,076.55	47,459.10	48,408.75
18	Housekeeping / Dietary / Laundry - Supervisor	Supervisor, Support Services	2015	Hourly	19,133	19,707	20,298	20,907	21,534	22,180	22,623
				Monthly	3,212.75	3,309.13	3,408.37	3,510.63	3,615.92	3,724.39	3,798.78
				Annual	38,563.00	39,709.61	40,900.47	42,127.61	43,391.01	44,692.70	45,885.35
No Match	Seasonal Groundskeeper		2015	Hourly	15,008						15,308
				Monthly	2,520.09						2,570.47
				Annual	30,241.12						30,845.62
No Match	Linen Service Aide - PIO		2015	Hourly	18,814						19,191
				Monthly	3,159.18						3,222.49
				Annual	37,910.21						38,669.87
No Match	Clerk - PIO		1950	Hourly	20,066	20,825	21,585	22,386	23,406	23,874	23,874
				Monthly	3,260.73	3,384.06	3,507.56	3,670.23	3,803.48	3,879.53	3,879.53
				Annual	39,128.70	40,608.75	42,090.75	44,042.70	45,641.70	46,554.30	46,554.30
No Match	Clerk - Communication - PIO		1950	Hourly	20,066	20,825	21,585	22,386	23,406	23,874	23,874
				Monthly	3,260.73	3,384.06	3,507.56	3,670.23	3,803.48	3,879.53	3,879.53
				Annual	39,128.70	40,608.75	42,090.75	44,042.70	45,641.70	46,554.30	46,554.30
No Match	Health Info. Mgmt Professional - PIO		1950	Hourly	21,585	22,586	23,406	24,395	25,367	25,875	25,875
				Monthly	3,507.56	3,670.23	3,803.48	3,964.19	4,122.14	4,204.69	4,204.69
				Annual	42,090.75	44,042.70	45,641.70	47,570.25	49,465.65	50,456.25	50,456.25
No Match	Clerk B - PIO		1950	Hourly	21,586	22,587	23,405	24,396	25,367	25,875	25,875
				Monthly	3,507.73	3,670.39	3,803.31	3,964.35	4,122.14	4,204.69	4,204.69
				Annual	42,092.70	44,044.65	45,639.75	47,572.20	49,465.65	50,456.25	50,456.25
No Match	Nutrition Aide - PIO (Red Circled)		2015	Hourly	20,656						
				Monthly	3,468.49						
				Annual	41,621.84						
No Match	Supervisor, Support Services - PIO		2015	Hourly	24,819	25,167	25,779	26,170	27,111	27,653	27,653
				Monthly	4,167.52	4,225.96	4,328.72	4,394.38	4,552.39	4,643.40	4,643.40
				Annual	50,010.29	50,711.51	51,944.69	52,732.55	54,628.67	55,720.80	55,720.80
No Match	Media Specialist		2015	Hourly	26,188	27,182	27,862	28,559	29,416	30,650	31,263
				Monthly	4,397.40	4,564.31	4,678.49	4,795.53	4,939.44	5,146.65	5,249.58
				Annual	52,768.82	54,771.73	56,141.93	57,546.39	59,273.24	61,759.75	62,994.95

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20	Note 2
	No Match	Systems Maintenance Tech.	2015	27,668							28,221
			Hourly	4,645.92							4,738.78
			Monthly	55,751.02							56,865.32
			Annual								
	No Match	Gardner	2015	27,668							28,221
			Hourly	4,645.92							4,738.78
			Monthly	55,751.02							56,865.32
			Annual								
	No Match	Buyer / Supervisor	1950	30,506							31,116
			Hourly	4,957.23							5,056.35
			Monthly	59,486.70							60,676.20
			Annual								

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2015 – PROFESSIONAL TECHNICAL SECTOR CLASSIFICATIONS**

Stand. Group #	Occupational Group	Employer Classification <sup>P</sup>	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 <sup>Note 1</sup>
17	Pharmacy Technician	Pharmacy Assistant <sup>P</sup>	2015 Hourly Monthly Annual					To be determined				
27	Occupational Therapist	Occupational Therapist <sup>P</sup>	1950 Hourly Monthly Annual					To be determined				
28	Physiotherapist	Physiotherapist <sup>P</sup>	1950 Hourly Monthly Annual					To be determined				
29	Respiratory Therapist	Respiratory Therapist <sup>P</sup>	2015 Hourly Monthly Annual					To be determined				
32	Occupational Therapist - Senior	Sr. Occupational Therapist <sup>P</sup>	1950 Hourly Monthly Annual					To be determined				
33	Physiotherapist - Senior	Sr. Physiotherapist <sup>P</sup>	1950 Hourly Monthly Annual					To be determined				
34	Respiratory Therapist - Senior	Sr. Respiratory Therapist <sup>P</sup>	2015 Hourly Monthly Annual					To be determined				
35A	X-Ray Technologist - Senior	Radiology Technologist <sup>P</sup>	2015 Hourly Monthly Annual					To be determined				
39	Speech Language Pathologist	Speech Language Pathologist <sup>P</sup>	1950 Hourly Monthly Annual					To be determined				
44	Laboratory Technologist - General Duty	Laboratory Technologist II <sup>P</sup>	2015 Hourly Monthly Annual					To be determined				
50	Social Worker (BSW)	Social Worker <sup>P</sup>	2015 Hourly Monthly Annual					To be determined				

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification <sup>1</sup>	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 <sup>Note 1</sup>
52	Laboratory Technologist - Charge	Laboratory Technologist IV <sup>P</sup>	2015 Hourly Monthly Annual					To be determined				
	No Match	Recreation Facilitator <sup>P</sup>	2015 Hourly Monthly Annual					To be determined				
	No Match	EMG Technologist <sup>P</sup>	2015 Hourly Monthly Annual					To be determined				

<sup>1</sup> Subject to the negotiated settlement at the MAHCP Professional/Technical Central Table.



**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2015 – TRADES SECTOR CLASSIFICATIONS**

**General Increase 2.5%**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Year 20	Note 2	
											2015
12E	Electrician	Electrician <sup>†</sup>	2015	Hourly	33.800					34.476	
				Monthly	5,675.58						5,789.10
				Annual	68,107.00						
22B	Medical Electronic Technologist	Electronics Technologist <sup>†</sup>	2015	Hourly	30.232	31.520	32.908	33.732	34.672	35.365	
				Monthly	5,076.46	5,292.73	5,525.80	5,664.17	5,822.01	5,938.37	
				Annual	60,917.48	63,512.80	66,309.62	67,969.98	69,864.08	71,260.48	
No Match	No Match	Mechanic <sup>†</sup>	2015	Hourly	32.719					33.373	
				Monthly	5,494.07						5,603.88
				Annual	65,928.79						67,246.60
No Match	No Match	Maintenance Utility Person <sup>†</sup>	2015	Hourly	19.331	20.737	22.160			22.603	
				Monthly	3,246.00	3,482.09	3,721.03			3,795.42	
				Annual	38,951.97	41,785.06	44,652.40			45,545.05	

<sup>†</sup> Rates are Linked to the Trades sector

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2015 – TRADES SECTOR CLASSIFICATIONS**

**Market Adjustment - Denoted with \***

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Year 20 <sup>Note 2</sup>
12E	Electrician ***	Electrician †	2015 Hourly Monthly Annual	33,966 5,703.46 68,441.49	31,674	33,069	33,897	34,842	34,645 5,817.47 69,809.68
22B	Medical Electronic Technologist***	Electronics Technologist †	2015 Hourly Monthly Annual	30,380 5,101.31 61,215.70	31,674	33,069	33,897	34,842	35,539 5,967.59 71,611.09
	No Match	Mechanic †	2015 Hourly Monthly Annual	32,719 5,494.07 65,928.79					33,373 5,603.88 67,246.60
	No Match	Maintenance Utility Person †	2015 Hourly Monthly Annual	19,331 3,246.00 38,951.97	20,737	22,160			22,603 3,795.42 45,545.05

\* 1.90% MA - Engineer 2nd Class

\*\* 0.52% MA - Industrial Mechanic

\*\*\* 0.49% MA - Certified Technologist, Electrician, Licensed Technician, Plumber / Steamfitter

† Rates are Linked to the Trades sector

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2016**

General Increase 2%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20 Note 2	
2D	Day Centre Coordinator	Adult Day Centre Coordinator	2015	Hourly	27,937	28,775	29,639	30,528	31,444	32,387	33,035
				Monthly	4,691.09	4,831.80	4,976.88	5,126.16	5,279.97	5,438.32	5,547.13
				Annual	56,293.06	57,981.63	59,722.59	61,513.92	63,359.66	65,259.81	66,565.53
3	CSR Aide - Uncertified	Central Supply Room Attendant	2015	Hourly	16,664	17,164	17,679	18,209	18,755	19,318	19,704
				Monthly	2,798.16	2,882.12	2,968.60	3,057.60	3,149.28	3,243.81	3,308.63
				Annual	33,577.96	34,585.46	35,623.19	36,691.14	37,791.33	38,925.77	39,703.56
6	Cook I (Entry)	Assistant Cook	2015	Hourly	19,095	19,667	20,257	20,865	21,491	22,136	22,579
				Monthly	3,206.37	3,302.42	3,401.49	3,503.58	3,608.70	3,717.00	3,791.39
				Annual	38,476.43	39,629.01	40,817.86	42,042.98	43,304.37	44,604.04	45,496.69
7	Dietetic Aide	Nutrition Aide	2015	Hourly	15,316	15,982	16,461	16,955	17,464	17,988	18,347
				Monthly	2,605.40	2,683.64	2,764.08	2,847.03	2,932.50	3,020.49	3,080.77
				Annual	31,264.74	32,203.73	33,168.92	34,164.33	35,189.96	36,245.82	36,969.21
8	Housekeeping Aide	Housekeeping Aide Service Partner Inventory Aide	2015	Hourly	15,316	15,982	16,461	16,955	17,464	17,988	18,347
				Monthly	2,605.40	2,683.64	2,764.08	2,847.03	2,932.50	3,020.49	3,080.77
				Annual	31,264.74	32,203.73	33,168.92	34,164.33	35,189.96	36,245.82	36,969.21
9	Laundry Aide	Linen Services Aide	2015	Hourly	15,316	15,982	16,461	16,955	17,464	17,988	18,347
				Monthly	2,605.40	2,683.64	2,764.08	2,847.03	2,932.50	3,020.49	3,080.77
				Annual	31,264.74	32,203.73	33,168.92	34,164.33	35,189.96	36,245.82	36,969.21
13	Health Care Aide	Adult Day Centre Attendant Health Care Aide	2015	Hourly	18,265	18,813	19,377	19,958	20,557	21,174	21,597
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
13A	Rehab Assistant	Rehabilitation Attendant	2015	Hourly	18,265	18,813	19,377	19,958	20,557	21,174	21,597
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
15C	Material Management Aide	Storeskeeper I	2015	Hourly	18,265	18,813	19,377	19,958	20,557	21,174	21,597
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
15D	Shipper / Receiver	Storekeeper II Receiver	2015	Hourly	19,095	19,667	20,257	20,865	21,491	22,136	22,579
				Monthly	3,206.37	3,302.42	3,401.49	3,503.58	3,608.70	3,717.00	3,791.39
				Annual	38,476.43	39,629.01	40,817.86	42,042.98	43,304.37	44,604.04	45,496.69
16C	Clerk IV	Clerk Clerk - Communication	1950	Hourly	18,649	19,209	19,785	20,379	20,990	21,620	22,052
				Monthly	3,030.46	3,121.46	3,215.06	3,311.59	3,410.88	3,513.25	3,583.45
				Annual	36,365.55	37,457.55	38,580.75	39,739.05	40,930.50	42,159.00	43,001.40
16E	Ward Clerk	Clerical Partner	1950	Hourly	18,265	18,813	19,377	19,958	20,557	21,174	21,597
				Monthly	2,988.06	3,057.11	3,148.76	3,243.18	3,340.51	3,440.78	3,509.51
				Annual	35,616.75	36,685.35	37,785.15	38,918.10	40,086.15	41,289.30	42,114.15

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20	Note 2
16F	Health Records Technician	Health Info. Mgmt Professional	1950	19,868	20,464	21,078	21,710	22,362	23,033	23,493	23,493
			Monthly	3,228.55	3,325.40	3,425.18	3,527.88	3,633.83	3,742.86	3,817.61	3,817.61
			Annual	38,742.60	39,904.80	41,102.10	42,334.50	43,605.90	44,914.35	45,811.35	45,811.35
16O	Health Information Analyst	Health Information Bed Management Analyst	1950	21,414	22,057	22,718	23,400	24,102	24,825	25,321	25,321
			Monthly	3,479.78	3,584.26	3,691.68	3,802.50	3,916.58	4,034.06	4,114.66	4,114.66
			Annual	41,757.30	43,011.15	44,300.10	45,630.00	46,998.90	48,408.75	49,375.95	49,375.95
18	Housekeeping / Dietary / Laundry - Supervisor	Supervisor, Support Services	2015	19,515	20,101	20,704	21,325	21,965	22,623	23,076	23,076
			Monthly	3,276.89	3,375.29	3,476.55	3,580.82	3,688.29	3,798.78	3,874.85	3,874.85
			Annual	39,322.73	40,503.52	41,718.56	42,969.88	44,259.48	45,585.35	46,498.14	46,498.14
No Match	No Match	Seasonal Groundskeeper	2015	15,308						15,614	15,614
			Monthly	2,570.47						2,621.85	2,621.85
			Annual	30,845.62						31,462.21	31,462.21
No Match	No Match	Linen Service Aide - PIO	2015	19,191						19,574	19,574
			Monthly	3,222.49						3,286.80	3,286.80
			Annual	38,669.87						39,441.61	39,441.61
No Match	No Match	Clerk - PIO	1950	20,467	21,242	22,017	23,038	23,874	24,351	24,351	24,351
			Monthly	3,325.89	3,451.83	3,577.76	3,743.68	3,879.53	3,957.04	3,957.04	3,957.04
			Annual	39,910.65	41,421.90	42,933.15	44,924.10	46,554.30	47,484.45	47,484.45	47,484.45
No Match	No Match	Clerk - Communication - PIO	1950	20,467	21,242	22,017	23,038	23,874	24,351	24,351	24,351
			Monthly	3,325.89	3,451.83	3,577.76	3,743.68	3,879.53	3,957.04	3,957.04	3,957.04
			Annual	39,910.65	41,421.90	42,933.15	44,924.10	46,554.30	47,484.45	47,484.45	47,484.45
No Match	No Match	Health Info. Mgmt Professional - PIO	1950	22,017	23,038	23,874	24,883	25,875	26,392	26,392	26,392
			Monthly	3,577.76	3,743.68	3,879.53	4,043.49	4,204.69	4,288.70	4,288.70	4,288.70
			Annual	42,933.15	44,924.10	46,554.30	48,521.85	50,456.25	51,464.40	51,464.40	51,464.40
No Match	No Match	Clerk B - PIO	1950	22,018	23,039	23,873	24,883	25,875	26,392	26,392	26,392
			Monthly	3,577.93	3,743.84	3,879.36	4,043.49	4,204.69	4,288.70	4,288.70	4,288.70
			Annual	42,935.10	44,926.05	46,552.35	48,521.85	50,456.25	51,464.40	51,464.40	51,464.40
No Match	No Match	Nutrition Aide - PIO (Red Circled)	2015	20,656							
			Monthly	3,468.49							
			Annual	41,621.84							
No Match	No Match	Supervisor, Support Services - PIO	2015	25,315	25,670	26,295	26,693	27,653	28,207	28,207	28,207
			Monthly	4,250.81	4,310.42	4,415.37	4,482.20	4,643.40	4,736.43	4,736.43	4,736.43
			Annual	51,009.73	51,725.05	52,984.43	53,786.40	55,720.80	56,837.11	56,837.11	56,837.11
No Match	No Match	Media Specialist	2015	26,712	27,726	28,419	29,131	30,004	31,263	31,888	31,888
			Monthly	4,485.39	4,655.66	4,772.02	4,891.58	5,038.17	5,249.58	5,354.53	5,354.53
			Annual	53,824.68	55,867.89	57,264.29	58,698.97	60,458.06	62,994.95	64,254.32	64,254.32

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20	Note 2
No Match	No Match	Systems Maintenance Tech.	2015	28,221							28,786
				4,738.78							4,833.65
				56,865.32							58,003.79
No Match	No Match	Gardner	2015	28,221							28,786
				4,738.78							4,833.65
				56,865.32							58,003.79
No Match	No Match	Buyer / Supervisor	1950	31,116							31,738
				5,056.35							5,157.43
				60,676.20							61,889.10

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2016 – PROFESSIONAL TECHNICAL SECTOR CLASSIFICATIONS**

Stand. Group #	Occupational Group	Employer Classification <sup>1</sup>	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 <sup>Note 1</sup>
17	Pharmacy Technician	Pharmacy Assistant <sup>P</sup>	2015 Hourly Monthly Annual								To be determined	
27	Occupational Therapist	Occupational Therapist <sup>P</sup>	1950 Hourly Monthly Annual								To be determined	
28	Physiotherapist	Physiotherapist <sup>P</sup>	1950 Hourly Monthly Annual								To be determined	
29	Respiratory Therapist	Respiratory Therapist <sup>P</sup>	2015 Hourly Monthly Annual								To be determined	
32	Occupational Therapist - Senior	Sr. Occupational Therapist <sup>P</sup>	1950 Hourly Monthly Annual								To be determined	
33	Physiotherapist - Senior	Sr. Physiotherapist <sup>P</sup>	1950 Hourly Monthly Annual								To be determined	
34	Respiratory Therapist - Senior	Sr. Respiratory Therapist <sup>P</sup>	2015 Hourly Monthly Annual								To be determined	
35A	X-Ray Technologist - Senior	Radiology Technologist <sup>P</sup>	2015 Hourly Monthly Annual								To be determined	
39	Speech Language Pathologist	Speech Language Pathologist <sup>P</sup>	1950 Hourly Monthly Annual								To be determined	
44	Laboratory Technologist - General Duty	Laboratory Technologist II <sup>P</sup>	2015 Hourly Monthly Annual								To be determined	
50	Social Worker (BSW)	Social Worker <sup>P</sup>	2015 Hourly Monthly Annual								To be determined	

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

Stand. Group #	Occupational Group	Employer Classification <sup>1</sup>	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
52	Laboratory Technologist - Charge	Laboratory Technologist IV <sup>P</sup>	2015	Hourly									
				Monthly									To be determined
				Annual									
	No Match	Recreation Facilitator <sup>P</sup>	2015	Hourly									To be determined.
				Monthly									
				Annual									
	No Match	EMG Technologist <sup>P</sup>	2015	Hourly									To be determined.
				Monthly									
				Annual									

<sup>1</sup> Subject to the negotiated settlement at the MAHCP Professional/Technical Central Table.

**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2016 – TRADES SECTOR CLASSIFICATIONS**

Stand. Group #	Occupational Group	Employer Classification <sup>†</sup>	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Year 20 <sup>Note 2</sup>
12E	Electrician	Electrician <sup>†</sup>	2015	Hourly					
				Monthly	To be determined				
22B	Medical Electronic Technologist	Electronics Technologist <sup>†</sup>	2015	Hourly					
				Monthly	To be determined				
	Mechanic	Mechanic <sup>†</sup>	2015	Hourly					
				Monthly	To be determined				
	Trades Helper	Maintenance Utility Person <sup>†</sup>	2015	Hourly					
				Monthly	To be determined				
				Annual					

<sup>†</sup> Subject to the negotiated settlement at the IUOE Trades Central Table.



**CUPE LOCAL 500 & RIVERVIEW HEALTH CENTRE**

**Note 1 - Long Service Step application for all employees covered by this agreement is:**

**# 1** Effective Oct 1/12 a Long Service Step equivalent to two percent (2%) shall be added to Schedule A.

Employees shall be eligible for the Long Service Step identified in Schedule A upon completion of the following:

- (i) Twenty (20) or more years of continuous service; and
  - (ii) The employee has been at the maximum step of their salary scale for a minimum of 12 consecutive months.
- # 2** Employees who do not meet the above criteria on Oct 1/12 shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in # 1 above.

***For the purpose of # 1 and # 2 continuous service shall be calculated based on continuous calendar years of service in an EFT position (FT, PT or Term).***

**Note 2 - Long Service Step application for all employees covered by this agreement is:**

**# 1** Effective Oct 1/14 a Long Service Step equivalent to two percent (2%) shall be added to Schedule A.

Employees shall be eligible for the Long Service Step identified in Schedule A upon completion of the following:

- (i) Twenty (20) or more years of continuous service; and
  - (ii) The employee has been at the maximum step of their salary scale for a minimum of 12 consecutive months.
- # 2** Employees who do not meet the above criteria on Oct 1/14 shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in # 1 above.

***For the purpose of # 1 and # 2 continuous service shall be calculated based on continuous calendar years of service in an EFT position (FT, PT or Term).***